



The Commonwealth of Massachusetts
Executive Office of Labor
One Ashburton Place
Boston, Ma. 02108

MICHAEL S. DUKAKIS
GOVERNOR
PAUL J. EUSTACE
SECRETARY

October 10, 1989

Arthur Osborn
President
Mass. AFL-CIO
8 Beacon St., 3rd floor
Boston, MA 02108

Dear Arthur:

Thank you for your support and help in saving universal health insurance this session. Thanks to your lobbying efforts the amendment reversing major parts of the universal health insurance legislation was defeated in the House. Speaker Keverian was able to substitute his amendment which preserves the employer mandate by delaying it one year and retains the unemployment health insurance guarantee on schedule for 1990.

This legislation must now pass the Senate. Although the universal health insurance legislation has received more support in the Senate in the past, its future is not guaranteed. A call or letter to your Senator asking him or her to support the preservation of universal health insurance with a guarantee of health insurance for unemployed workers in 1990 would be helpful. Other key Senators to call include Senate President William Bulger, Chair of Senate Ways and Means, Senator Patricia McGovern.

Thank you again for your help in making the effort to retain healthcare for all Massachusetts citizens a successful one.

Sincerely,

Paul J. Eustace
Secretary of Labor



The Commonwealth of Massachusetts

HOUSE OF REPRESENTATIVES
STATE HOUSE, BOSTON 02133

SHERWOOD GUERNSEY
REPRESENTATIVE
2ND BERKSHIRE DISTRICT
152 NORTH ST., SUITE 330
PITTSFIELD, MA 01201
(413) 499-3520
FAX (413) 499-3580

402 HANCOCK RD.
WILLIAMSTOWN, MA 01267
(413) 458-4417

Committees on
Health Care, Vice Chairmen
Commerce and Labor

Special Commission on
Elderly Health Care
House Chairman

ROOM 437, STATE HOUSE
(617) 722-2130

October 18, 1989

Arthur Osborn
Mass AFLCIO
8 Beacon Street
Boston, MA 02108

Dear Arthur:

I appreciated the invitation to stand with you in support of the NYNEX workers at 11:00 a.m. Wednesday.

Unfortunately, I had a previously scheduled meeting in which I had to participate.

Nevertheless, be assured of my support.

Very truly yours,

A handwritten signature in dark ink, appearing to read "Sherwood".
Sherwood Guernsey
State Representative

SG/tlf



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Two Liberty Square
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(617) 482-8370

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Executive Office for Administration
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Secretary
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Partner
Casner, Edwards & Roseman

MEMORANDUM

TO: Arthur Osborn, President
Mass. State Labor Council, AFL-CIO

Robert Haynes, Secretary-Treasurer
Mass. State Labor Council, AFL-CIO

FROM: Micho F. Spring, Chairman

DATE: October 23, 1989

SUBJECT: Labor Support re Salary Issue

I know you are both aware of the recent article in THE BOSTON GLOBE concerning United Way salaries and the salary of the President. As volunteer leaders representing the top of the house in organized labor, I am writing to ask for your personal support and that of organized labor at this critical point in time in the 1989 campaign.

As you know, the salaries of all of the top United Way professionals are set by a volunteer Compensation Committee representing the United Way Board of Directors. There are four Director representatives of organized labor on the Board, with one serving on the Executive Committee. In addition, Arthur, you serve as the principal representative on the 1989 United Way Campaign Cabinet, chaired by Peter Madden.

Frankly, we need some immediate help to put the salary issue aside from being the principal focus of the media and some in the community in this year's United Way campaign. A letter signed by the two of you again stating your support and that of organized labor of the United Way and the management of the organization can be of enormous help. This community must achieve the campaign goal of \$52 million this year because of the critical human care needs we face because of the fiscal situation of the Commonwealth, and the massive cuts in state funding of health and human care services.

I'm sure that Bob Chandler and his top communications people can help you quickly craft a letter that can be used by the United Way volunteers, staff and loaned executives, to reinforce the support or organized labor in this year's campaign. Such a communication is critical if we are to bring the focus of the campaign around to the meeting of community needs, rather than the salaries at United Way ... salaries which are comparable to those in all of the other United Ways in the twenty-five major metropolitan areas in the United States.

I hope I have your support in this important matter. I'll try to reach you to follow up this letter by telephone today or tomorrow. Thanks in advance for your help.

/sl

C

HOISTING and PORTABLE ENGINEERS Local 4

COPY to EX.OFF.

Apprenticeship Fund

ENGINEERS TRAINING CENTER

James R. Grande, Coordinator



October 17, 1989

Mr. Arthur Osborn
President
Massachusetts AFL-CIO
Eight Beacon Street, 3rd Floor
Boston, MA 02108

Dear Arthur:

At the last meeting of the Boston Building Trades Training Directors Association, one of the topics of discussion was my service on the State Board of Education.

I informed the members of some important issues facing the Board in the future and some that I believed should be put on the table by us. I further informed them that my service would end in January and by law I could not serve any longer than two five year terms and that I would be notifying you of this fact.

Two important things came out of the meeting:

1. We must fight to have apprenticeship related classes mentioned, highly prioritized and guaranteed funded in the State Plan for Vocational-Education. This will mandate the use of some federal funds for apprenticeship.
2. The Training Directors unanimously and respectfully recommend the name of John F. O'Neil for your serious consideration as my replacement.

In both cases the association feels that both the interests and image of the Building Trades and Organized Labor will be well served. We need the strong support of a board member to put through the state plan change and Jack is that sort of person.

Mr. Arthur Osborn

2.

October 17, 1989

I know I don't have to explain the character of Jack nor the depth of his commitment to Organized Labor. I must say, however, that few realize or can match the amount of reading or the retention that Jack possesses. It seems to me that when the Board was organized and the Legislation said it must be a lay board, they were thinking of people like Jack. It would truly make me proud to have him as a replacement.

Thanks for your help as always and best personal regards.

Fraternally yours,



James R. Grande
Administrator

JRG/mm

Norman Hill
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 Frederick O'Neal
 Vice President
 Albert Shanker
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 Johnnie Henderson
 Aleta Hernandez
 Msgr. George Higgins
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 Lorretta Johnson
 Charles Jones
 Vernon Jordan
 John Joyce
 Tom Kahn
 Maida Springer-Kemp
 R.I. Kilroy
 A. Roy Kirkley
 Henry Lacayo
 James LaSala
 Cordelia Lewis
 Green Lewis
 Sigurd Lucassen
 Ray Marshall
 Jay Mazur
 Robert McGlotten
 Michael McMillan
 Joyce Miller
 Lenore Miller
 Joseph Misbrenner
 Frank Mont
 Al Montoya
 L. Calvin Moore
 Mary Moore
 Emanuel Muravchik
 Fannie Neal
 Eleanor Holmes Norton
 Wilma Oliver
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 John Perkins
 William Pollard
 Robert Powell
 Arch Puddington
 Richard Ravitch
 Howard Richardson
 Joann Riggs
 Earl Robinson
 Wilbert Robinson
 John Roche
 Dianne Rogers
 Michael Sacco
 Howard Samuel
 Jacob Sheinkman
 Dorothy Shields
 Donald Sliaman
 J.T. Smith
 Louise Smothers
 Vincent Sombrotto
 Lorenzo Stephens
 William Stodghill
 Milan Stone
 John Sturdivant
 Cecil Toppin
 Tom Turner
 Gus Tyler
 Robert Tyner
 Eugene Upshaw
 Barbara Van Blake
 Walter Waddy
 Shannon Wall
 Robert Weaver
 Alfred K. Whitehead
 Lynn Williams
 Wilbert Williams
 William J. Wilson
 William Winpisinger
 Richard Womack
 C. Vann Woodward
 William Wynn
 W.C. Young
 Executive Committee Members
 Mary E. Pearce,
 Administrative Director

apri

A. PHILIP RANDOLPH INSTITUTE

260 Park Avenue South, New York, N.Y. 10010 • (212) 533-8000

MEMORANDUM

TO: APRI STATE PRESIDENTS, LOCAL PRESIDENTS, STATE COORDINATORS
 FROM: NORMAN HILL
 DATE: OCTOBER 19, 1989
 RE: EARTHQUAKE RELIEF FOR CALIFORNIA

As you know, a major earthquake has caused extensive devastation and loss of life in the San Francisco Bay area of California. The AFL-CIO Department of Community Services has established a disaster fund targeted particularly for the benefit of union members and their families.

We urge all of our chapters to forward checks payable to the "AFL-CIO Department of Community Services" and marked "California earthquake relief." Checks should be sent to:

California Earthquake Relief
 Department of Community Services
 AFL-CIO
 815 16th St., NW
 Washington, DC 20006

We hope that you will be responsive to this urgent appeal.

Norman Hill
President
Frederick O'Neal
Vice President
Albert Shanker
Treasurer
Edgar Romney
Secretary
National Board
Leon Lynch
Chairman

Bernard E. Anderson
Jervis Anderson
James Andrews
Alexander Barkan
John J. Barry
Tom Bell, Jr.
Moe Biller
Charles Bloomstein
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Andrew Clark
Kenneth Clark
Jacob Clayman
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Willie Cullins
Clara Dasher
Donald K. Day
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Juel Drake
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George Freeman
Morris Fried
William Gary
Thomas Gleason
Wayne Glenn
Ernest Green
Stater Hackley
Lionel Hampton
Edward T. Hanley
James Hatfield
Dorothy Height
Johnnie Henderson
Aleta Hernandez
Msgr. George Higgins
Don Highower
Velma Hill
Rachelle Horowitz
Barbara Hutchinson
Mattie Jackson
Edward James
Gloria Johnson
John J. Johnson
Loretta Johnson
Charles Jones
Vernon Jordan
John Joyce
Tom Kahn
Maida Springer-Kemp
R.I. Kilroy
A. Roy Kirkley
Henry Lacayo
James LaSala
Cordelia Lewis
Green Lewis
Sigurd Lucassen
Ray Marshall
Jay Mazur
Robert McGlotten
Michael McMillan
Joyce Miller
Lenore Miller
Joseph Misbrener
Frank Mont
Al Montoya
L. Calvin Moore
Mary Moore
Emanuel Muravchik
Fannie Neal
Eleanor Holmes Norton
Wilma Oliver
E. James Peake
John Perkins
William Pollard
Robert Powell
Arch Puddington
Richard Ravitch
Howard Richardson
Joann Riggs
Earl Robinson
Wilbert Robinson
John Roche
Dianne Rogers
Michael Sacco
Howard Samuel
Jacob Sheinkman
Dorothy Shields
Donald Slaiman
J.T. Smith
Louise Smothers
Vincent Sombrotto
Lorenzo Stephens
William Stodghill
Milan Stone
John Sturdivant
Cecil Toppin
Tom Turner
Gus Tyler
Robert Tyner
Eugene Upshaw
Barbara Van Blake
Water Waddy
Shannon Wall
Robert Weaver
Alfred K. Whitehead
Lynn Williams
Wilbert Williams
William J. Wilson
William Winsinger
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C. Vann Woodward
William Wynn
W.C. Young



A. PHILIP RANDOLPH INSTITUTE
260 Park Avenue South, New York, N.Y. 10010 • (212) 533-8000

MEMORANDUM

TO: APRI BOARD MEMBERS, STATE PRESIDENTS AND COORDINATORS,
AND LOCAL PRESIDENTS

FROM: NORMAN HILL *NH*

DATE: OCTOBER 13, 1989

In connection with the approaching 25th anniversary of the A. Philip Randolph Institute, I would like to recommend to our Executive Committee for its approval that we give special recognition to a group of people who played key roles in establishing the first APRI affiliates.

In 1965, when the Institute was formed, it did not have local or state affiliates. Then, in 1968, the APRI sponsored 5 regional conferences of leading black trade unionists, who went on to organize voter participation drives in some 35 cities around the country. The APRI had its first national conference in Nashville in 1969. These regional and national events provided the impetus for the establishment of the first APRI affiliates.

We would like to honor the founding Presidents of APRI affiliates that were established in 1968 and 1969. You can help by providing us with the names, addresses, and telephone numbers of persons you know who fall into this category.

Please send your responses to:

Mary Pearce
Administrative Director
A. Philip Randolph Institute
260 Park Ave. South
New York, NY 10010

Your assistance will be greatly appreciated. Please respond by January 1, 1990. Thank you.

NH/ml

Executive Committee Members

Mary E. Pearce,
Administrative Director

FOUNDED IN 1965 BY A. PHILIP RANDOLPH, 1889-1979, AND
BAYARD RUSTIN, 1912-1987



AFSCME Council 93

American Federation of State, County and Municipal Employees
8 Beacon Street, Boston, MA 02108 367-6000

WESTERN REGIONAL OFFICE

101 State Street, Room 210, Springfield, Ma. 01103
October 19, 1989

Joseph Bonavita
Executive Director

Herbert Ollivierre
President

Joseph Lydon
Executive Vice President

Natalie Baker
Recording Secretary

James Donovan
Treasurer

Gary Cameron
Sgt. at Arms

Arthur Osborn
President, Massachusetts AFL.CIO
8 Beacon Street, 3rd Floor
Boston, Ma. 02108

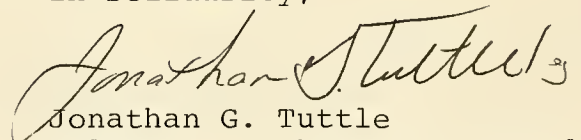
Dear Brother Osborn,

I wish to thank you for extending to me the privilege of leading the delegates in prayer at the "State Fed" convention.

I have enclosed a copy of the invocation I prepared for that occasion.

Again, thank you.

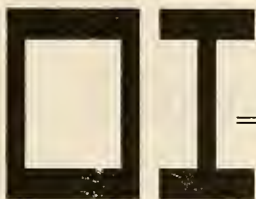
In Solidarity,


Jonathan G. Tuttle
Delegate: Norhampton Central
Labor Council

JGT/eg

enc.

CC: James Gaffney
Joseph Bonavita
George O'Brien
Joseph Lydon



AFL-CIO ORGANIZING INSTITUTE

October 16, 1989

1444 Eye Street, NW
8th Floor
Washington, DC 20005
(202) 842-3500
Fax (202) 842-4354

Dear Colleague:

We write to inform you of the founding of a new agency dedicated to advance the craft and the cause of union organizing. The Executive Council of the AFL-CIO recently established the "AFL-CIO Organizing Institute" to assist the affiliate unions with the training of organizers and the promotion of successful organizing techniques.

The Institute is fully funded by the AFL-CIO and its principal office is in Washington, D.C. The first year priorities of the Institute will include the recruitment and training of intern organizers who will be provided with on-the-job training through direct involvement in organizing campaigns conducted by an affiliated union. The purpose of this program is to expand the number of experienced field organizers who can contribute to current organizing campaigns.

We write to you as an involved Labor Educator and member of the Industrial Relations profession. And we welcome your involvement and support of the Institute and its programs. If you have specific suggestions or would like more information about how you might participate, please contact us.

In the meantime, and with very short notice, we are enclosing an announcement regarding an upcoming training session next month. If you know of a student, associate, or friend who might be interested, please recommend him/her to us.

We hope that in the coming months your professional endeavors will intersect with the purposes and the programs of the Institute.

Sincerely,

Richard Bensinger
Executive Director
Organizing Institute

Mark Splain
Associate Director
Organizing Institute

3 Day Organizer Training Session

conducted by
AFL-CIO Organizing Institute
and the
George Meany Center for Labor Studies

The AFL-CIO Organizing Institute was recently created to assist unions with recruitment and training of organizers.

This training program is for people who are seriously looking for or considering a job in the labor movement as a union organizer.

The program will include:

- Elements of union representational campaigns
- Introduction to organizing skills
- Strategy and campaign tactics

Where: Campus of the George Meany Center for Labor Studies, Silver Spring, Maryland (suburb of Washington, DC.)

When: Friday-Sunday-Nov. 3, 4, and 5

<p>Registration Fee: Scholarships have been provided so that the participant's fee is \$75.00 which includes room, board and tuition.</p>
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There are a limited number of spaces.

For further information and an application please call or write Richard Bensinger or Mark Splain at the Organizing Institute: (202) 842-3500, 1444 Eye St., N.W., 8th Floor, Washington, DC. 20005.

Details regarding registration, directions to the George Meany Center, and background materials which should be read prior to arriving at the Center will be mailed to all participants.

New institute to study, bolster organizing

The AFL-CIO has launched an organizing institute charged with both the theoretical study and the practical application of the organizer's skills.

The institute will be directed by Richard Bensinger, 38, whose successful organizing innovations for the Clothing & Textile Workers have been adopted by other unions. Bensinger was directing associate membership efforts for the Union Privilege Benefits Corporation when named to the new post.

The institute was launched by the AFL-CIO Executive Council after a report by Service Employees President John Sweeney, chairman of the council's organizing committee.

Sweeney described the institute as embracing labor's needs in strategic planning and analysis of campaigns;

recruitment and training of new organizers, including apprenticeships; coordination of field training for current organizers and development of associate member programs.

The institute will have two professional staff in addition to Bensinger and serve under a four-person board of directors. That board comprises AFL-CIO Organizing & Field Services Director Dick Wilson, George Meany Labor Studies Center Director Bob Pleasure and Union Privilege Benefits President David Silberman in addition to Bensinger.

In describing the 1974 addition of "field services" to the AFL-CIO's organizing department, federation President Lane Kirkland noted the inevitability of staff assignments to such

vital undertakings as an Eastern Airlines strike or a Workers Memorial Day. The institute, on the other hand, can focus on organizing alone.

Thus Sweeney noted the institute will be available to the request of affiliated unions for strategic advice, "second opinions" on strategic options and postmortems on rights and wrongs.

Noting that multiple AFL-CIO unions have excellent organizers and organizing departments, Wilson stressed the institute's potential for pooling resources through exchange programs.

"For example," Wilson said, "one union may need extra organizers for a large campaign at the exact same time another affiliate wants to give apprentices the experience of working in such a campaign."



Richard Bensinger



BOSTON HOUSING AUTHORITY

52 Chauncy Street
Boston, Massachusetts 02111

617-451-1250

October 13, 1989

Dear Boston Leader:

Last Wednesday, an agreement was reached by the Boston Housing Authority and the NAACP of Boston. This agreement involved a fair and equitable settlement to individuals disadvantaged by practices of the past dating back to 1978. The NAACP lawsuit, which resulted in this agreement, largely sought relief for persons who should have but did not receive "open housing preference" (originally known as minority preference) in housing placement as was prescribed in a 1978 Title VI Compliance Agreement between the Boston Housing Authority, the federal government and the state.

The lawsuit was resolved over the course of one year, as a result of responsible deliberations and without resorting to the lengthy and divisive trials that traditionally accompany such suits. According to Federal District Court Judge Joseph Tauro, whose wisdom, discipline and patience have helped lead us to this date, the settlement was possible in part because of his high level of confidence that the City administration and the BHA would live up to the agreement, not just because we promised to, but because our actions had shown that we would.

In the opinion of many, the real winners in this case are the people of Boston, and the real heroes are the public housing tenants from Charlestown, South Boston, Roxbury, Hyde Park, and all across the city. The courage and good will they have displayed over the past year, as public housing in Boston broke from the rigid restrictions of the past to new, fair, and equitable assignment practices, have set the tone and standard for a new era in fair housing in Boston.

To understand how this case was amicably settled, it is important to reflect on where the City of Boston and Boston public housing are today, as well as to understand the conditions under which past decisions were made. During the turbulent years of the 70's and early 80's, the BHA, city, state, and federal governments, and the courts were all involved in shaping the public housing policies that led to the lawsuit which has now been resolved. Those policies involved not just tenant assignment practices, but responsibility for providing safe and decent housing for Boston's public housing residents.

In 1975, public housing tenants filed a class action suit called the Perez case in State Superior Court. The suit was directed at forcing the BHA to make public housing developments safe and healthy places to live and to address the BHA's violations of the State Sanitary Code.

At the same time that State Superior Court Judge Paul Garrity was deciding the case that involved the physical conditions in public housing, he ordered the BHA to develop a plan for desegregating public housing. In 1977 - 12 years ago - Judge Paul Garrity approved a consent decree that called for integrating the BHA developments and creating a new tenant assignment and selection plan.

This new assignment plan was approved by the federal government's Department of Housing and Urban Development (HUD) and the state's Department of Community Affairs (which is now the Executive Office of Communities and Development, or EOCD). In 1978, with the agreement of all of these agencies, the BHA began to implement elements of this new plan. However, BHA did not implement the minority preference aspect of the plan in predominantly white developments, because, BHA officials clearly stated, they were not able to guarantee the safety of families in the context of a period of high racial tensions.

Shortly thereafter, a group of public housing tenants challenged the validity of the 1978 minority preference agreement in Federal District Court. In 1981, Federal Judge Rya Zobel upheld the validity of the 1978 agreement. Meanwhile, the physical conditions in BHA developments failed to improve. In 1979, citing neglect and mismanagement, the State Superior Court placed the agency under receivership. From this point on, the BHA concentrated its efforts on upgrading the disgraceful physical conditions in BHA housing that had led to the court takeover of Boston's public housing agency.

In 1980, Harry Spence was appointed as Receiver by Judge Garrity. In addition to his commitment to improve physical conditions in BHA units, Mr. Spence recognized his obligation to carry out the integration plans ordered by the court. He asked the city government for help. These requests came at a time when racial tensions across the city were very high as a result of the court-ordered desegregation of Boston public schools. BHA Receiver Spence knew he needed significant police resources so that he could ensure public safety while carrying out minority preference placements in some developments, but his requests were not granted.

In light of this situation, Mr. Spence notified HUD, EOCD, the NAACP and the Court, in writing in 1983, that he was unable to obtain the support he needed, and that he could not carry out the minority preference placements in public housing.

In 1984, almost immediately upon assuming the office of Mayor of Boston, Mayor Flynn met with Mr. Spence, at his request, along with then Boston Police Lt. Francis Roache, and pledged the full support

of the city administration to go ahead with the integration efforts. Working together, we proceeded with the integration of BHA housing in Charlestown. That process was successful because everyone in the community - tenants, clergy, and community leaders - cooperated fully, and they deserve great praise and all the credit for their efforts and understanding during this time. In addition, in meetings with Bunker Hill housing tenants, it was made clear that this effort would be public housing policy for the entire city.

Later in 1984, Judge Paul Garrity modified the receivership and returned partial control of the BHA to the City of Boston. In doing so, he noted in his Court order the successful integration efforts that had taken place in public housing in Mattapan, Roslindale, Brighton, Hyde Park, and East Boston, as well as Charlestown.

When the City assumed responsibility for administering public housing in 1985, State Representative Doris Bunte of Roxbury was appointed as Administrator of the BHA. For years, Mrs. Bunte had been a leader in the fight for improved public housing, as well as a civil rights activist. She also became the first Administrator of a large city public housing authority to have been a former public housing tenant.

No one knew better than Mrs. Bunte the work that needed to be done to restore the BHA and provide the kind of public housing that residents needed and deserved. In accepting her appointment, she told the public housing tenants of the city that her three greatest priorities would be - and had to be: "maintenance, maintenance, and maintenance." She reasoned, quite correctly, that her first obligation was to make public housing clean, safe, and livable before significant progress could be made on any other fronts.

Since the City of Boston resumed control of public housing and since Mrs. Bunte has been Administrator, the BHA has made remarkable progress. Today more than 90% of the apartments meet the State Sanitary Code compared to 23% just a few years ago. Turn-around time for routine repairs has gone from 56 days to 14 days, and for emergency repairs from 21 days to 24 hours.

In the past five years, 2200 vacant apartments have been substantially rehabilitated. The number of unlivable apartments has been reduced from 3,750 units in 1979. Renovations are underway or funding has been found for all but 324 of the remaining apartments. At this rate, we are on schedule for full occupancy by the end of 1991, a status not seen for decades, nor existent today in many other large cities.

As progress was being made in moving families into developments in which their race did not predominate and despite having earlier acquiesced to the BHA's past tenant assignment policies, in October 1987 the U.S. Department of Housing and Urban Development stated that the BHA was not moving fast enough and cited violations based upon a review conducted of compliance with the 1978 Title VI Agreement.

After reviewing HUD's assessment of BHA tenant selection procedures and after a review of federal civil rights cases and HUD regulations, Mayor Flynn promptly announced that the City of Boston and the Boston Housing Authority would enter into negotiations with HUD in order to develop a Voluntary Compliance Agreement (VCA).

In doing so, we avoided the disruption of tenants' lives and what could have been highly confrontational federal court litigation similar to a 1981 case in Clarksville, Texas. In the Clarksville case, a federal judge eventually uprooted half of the families in public housing, black and white, from their homes and transferred them into other developments outside of their communities. Additionally, we were able to actively assure future fair housing practices while protecting the rights of current public housing residents.

In addition, in order to be fair and open with the people of Boston, Mayor Flynn announced in the midst of his re-election campaign and almost on the eve of election day, that the BHA would proceed with the integration of the South Boston developments.

After eight months of intense negotiation, the Voluntary Compliance Agreement (VCA) with HUD was signed in June 1988. The agreement was the first of its kind in the nation. It was a negotiated settlement, intended to allow Boston to retain control of and responsibility for public housing at the local level. The agreement established a fair and equitable assignment system, and provided remedies as required by the federal government for applicants who may have been disadvantaged since 1983.

The Voluntary Compliance Agreement established the following:

1. All applicants will be offered housing units on a first come first served basis regardless of their race, and any individuals disadvantaged by past practices would be given appropriate housing remedies.
2. No public housing tenant would be required to leave an apartment for the purposes of desegregation.
3. Applicants for public housing would not lose their chronological place in line.
4. Emergency applicants would continue to be a first priority.
5. The BHA can propose to HUD a future tenant selection system which, in addition to these features, allows applicants to choose either specific developments or a citywide waiting list.

These new policies were designed to achieve fair housing and ensure that those who had been entitled to housing under the previous policies now received it. The BHA began to implement the VCA and was making remedial housing offers to minority applicants entitled to them pursuant to the agreement.

In May of 1988, the NAACP filed suit in Federal District Court seeking to expand remedial housing opportunities to include persons having been disadvantaged as far back as 1978, and seeking monetary damages for disadvantaged applicants. (Note: the HUD/BHA Voluntary Compliance Agreement offered remedial housing opportunities to persons having been disadvantaged since October 1, 1983.) As a result of that suit, a Stipulation was agreed to in August by the BHA and the NAACP concerning the remedial housing issues. Basically, the Stipulation called for extending the period for remedies back to 1978 for those who may have been disadvantaged, and including as eligible for remedies those persons who could prove they were discouraged by the BHA from applying to a development where their race did not predominate. From this point on, the lawsuit dealt only with the monetary issues that almost certainly would have to be part of any conclusion to the lawsuit in or out of court.

Under Judge Tauro's direction, negotiations were begun on the financial aspect of the suit in the belief that parties negotiating in good faith could resolve this issue. Negotiations resulted in the agreement reached last week.

Under this final agreement:

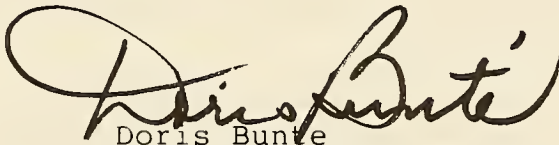
- o The 1988 Voluntary Compliance Agreement, and Stipulation of August, 1988, will remain in effect.
- o The BHA will pay persons proven to be disadvantaged by earlier BHA actions as follows:
 - \$2500 to minority families who could have been placed in predominantly white housing developments if the 1978 agreement had been implemented, or who prove that BHA discouraged them from applying to these developments. (A few may be eligible for an additional \$500 if they applied to Charlestown during certain dates.)
 - \$1000 to minority families who were offered emergency housing in a predominantly minority development.
- o The BHA will pay \$120,000 to the three named plaintiffs in the case (two individuals and the NAACP) to be divided among them as they deem appropriate.
- o A Community Benefit Fund has been established to help provide equal housing opportunities for all races in Boston. The fund will have no more than \$500,000 and no less than \$250,000.

Except for the payment to the named plaintiffs, payments will be divided over a three-year period.

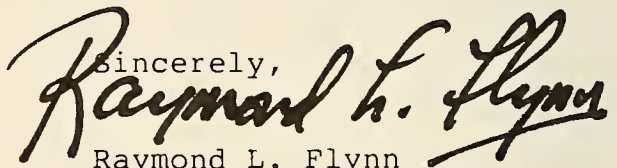
We are providing all of this information because people deserve to know and understand the history of the Boston Housing Authority - and its recent progress. We are also providing this information to show that, after a lot of hard work by a lot of people, a fair, equitable agreement has been reached that will allow this progress to continue. This agreement demonstrates how far the City of Boston has progressed, and the significant maturity that has occurred in this city, where racial strife once interfered with our ability to go forward.

Because of the good will and hard work by the people of Boston, the City of Boston is a very different city than it was a decade ago. Remarkable progress has been made in the city in a number of areas - perhaps none so remarkable as in race relations. The people of Boston are tired of the divisions of the past. They want a city that is open and accessible to all, in which everyone is treated with dignity and respect. As a result, issues that used to result in painful and destructive confrontations now can be resolved by reasoned negotiations.

The settlement reached closes a painful era in Boston's history. More than that, because it was achieved through reasoned negotiations rather than disruptive confrontation, it allows Boston to continue the progress being made to create a city which respects all of its residents, with one set of rules for everyone.



Doris Bunte
Administrator
Boston Housing Authority

Sincerely,


Raymond L. Flynn
Mayor of Boston



Women for Economic Justice

145 Tremont St., Boston, MA 02111 (617) 426-9734

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19 October 1989

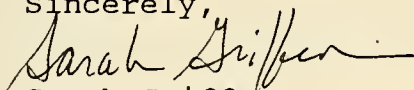
Dear Chef,

I wanted to give you a brief update on our upcoming "Men Who Cook" event. Things are really moving along; we're getting lots of reservations and people are really excited at the array of men who are lending their culinary expertise to benefit Women for Economic Justice! It looks like it will be a lot of fun, and we're looking forward to your participation!

We hope that you will urge friends and family to attend this unique event. They'll get to see first hand how much the public enjoys your cooking! Enclosed are an invitation and some flyers for the event. Please distribute them to people who might be interested in attending.

Thanks again, and as always, if you have questions please call me at 426-9734.

Sincerely,


Sarah Griffen

Men Who Cook

C

JOSEPH P. KENNEDY II
8TH DISTRICT, MASSACHUSETTS

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From Dan Kearney

1631 LONGWORTH BUILDING
WASHINGTON, DC 20515
(202) 225-5111

ROOM 1111, FEDERAL BLDG
10 CAUSEWAY STREET
BOSTON, MA 02222
(617) 565-8686

Congress of the United States
House of Representatives
Washington, DC 20515

CONGRESSIONAL SUBCOMMITTEE
TO INVESTIGATE HOMELESSNESS AMONG
BOSTON AREA VETERANS

At the request of Congressman Joseph P. Kennedy II (D-MA), Congressman Lane Evans (D-IL) has scheduled a special Field Hearing of the House Committee on Veterans Affairs' Subcommittee on Oversight and Investigations to investigate solutions to the emerging problem of homelessness among Veterans of the armed services.

You are invited to join the Congressmen for this important hearing on:

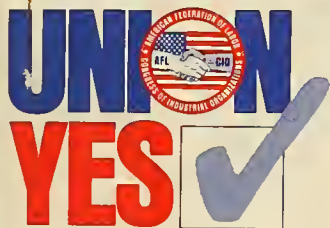
DATE: **OCTOBER 23, 1989**
TIME: **9:30 AM**
LOCATION: **CAMBRIDGE CITY HALL**
 795 MASSACHUSETTS AVENUE
 CAMBRIDGE, MASSACHUSETTS

The Subcommittee will focus on homelessness among Boston area Veterans and will hear testimony from homeless veterans and from veterans outreach specialists who have been seeking solutions to this unique problem. Among the witnesses scheduled to testify is Mitch Snyder, nationally reknowned housing rights activist and founder of the Washington-D.C. based Community for Creative Non-Violence.

Additional witnesses scheduled to participate include Ken Smith, founder of the Vietnam Veterans Theatre Workshop, Ralph Cooper, Executive Director of the Veterans Benefits Clearinghouse and representatives of the Office of the Commissioner of Veterans Services for the Commonwealth of Massachusetts. Veterans Service Organizations scheduled to participate include the Disabled American Veterans, the American Legion and the Paralyzed Veterans of America.

The Hearing is open to the public. Veterans advocates, Vietnam era Veterans and members of Veterans Service Organizations are especially urged to attend. For more information, please call the Boston Office of Congressman Joseph P. Kennedy II @ 617-565-8686.

AMERICAN FEDERATION
OF LABOR AND CONGRESS
OF INDUSTRIAL ORGANIZATIONS



October 10, 1989

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To Principal Officer State Central Body:

During the first half of 1989, the State Federations and their legislative friends have made great strides in filling the void left by the Federal government's failure to act on improving the minimum wage. Notable new examples of successfully increasing state minimum wages are Iowa, Oregon, Rhode Island and Washington.

Iowa, which did not have a minimum wage law, enacted a law that applies to the federal coverage, and exceeds any minimum wage now being considered for federal coverage. The first step is to \$3.85, effective January 1, 1990; \$4.25 effective January 1, 1991, with the last step of \$4.65 per hour effective January 1, 1991.

Oregon will now have the highest state minimum wage. Oregon increased its minimum wage to \$3.85, effective September 1, 1989; to \$4.25 January 1, 1990, and to \$4.75 effective December 31, 1991. This legislation covers all businesses and there is no training wage or tip credit.

Rhode Island just increased the minimum wage from \$4.00 to \$4.25/hour effective August 1, 1989. There is a subminimum of 75% of the minimum for workers 15 years old or less if they work less than 25 hours per week. Learners and apprentices may be paid less based on a certificate issued by the State Department of Labor. This office also fixes the rate and the term of training. The tip offset is 35% less than the minimum wage. Workers 18 or less employed by nonprofit organizations may be paid 90% of the minimum wage.

Efforts that failed seemed to have died of two illnesses. One was an amendment to tie the state's minimum wage to the Federal minimum wage, which of course was vetoed. Others died a slower death while waiting to see what the feds did.

Late last year, through a ballot initiative, Washington State raised the minimum to \$3.85 and \$4.25 effective January 1, 1990. The ballot initiative carried by over 75 percent. More people voted on this issue than any other issue on the ballot - including the President. The initiative provided no agricultural or other exemptions and there is no tip or subminimum wage. When the question was raised, the Commission on Labor and Industry ruled the

new minimum wage applied to workers 17 and 18 years of age. Although ballot initiatives are not a viable option in other states, it seems that public support and coalitions could be helpful in raising the minimum wage in other states.

California increased its minimum wage July 1, 1988 to \$4.25 per hour. After more than a year's experience, employment and unemployment were unaffected by the substantial 16 percent one step increase in the state minimum wage. Overall, California employment continued to increase and unemployment continued to decrease. Average employment in the 3 months before the increase in the California minimum wage was 13,309,000. In the three months after the increase the average employment was 13,386,000; employment actually increased. The average unemployment rate before the increase was 5.7% and the average unemployment rate decreased after the increase to 5.4%.

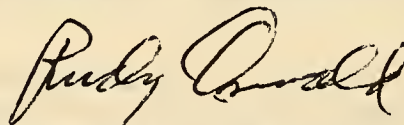
In the year following the increase employment continued to grow and unemployment continued to decrease. The average employment for April, May and June 1989 was 13,458,000 and for July and August 13,703,000. The unemployment rates averaged 5.2 percent.

Generally, the same conditions prevailed for youth 16 to 19 years of age. However, the data is not as good. This data is not adjusted for seasonal factors and the population in this age group is decreasing. Nevertheless, youth employment did increase in the 3 months after the increase in the minimum wage while the unemployment rate increased very little. This increase in the unemployment rate is explained by the seasonal summer school break.

California's experience makes the argument that increasing the minimum wage will result in higher unemployment a sham.

On behalf of the Economic Research Department, I wish to thank each state federation for its support in this survey and hope you make use of the attached results. If we have learned anything in the last 3 years' effort on the minimum wage, it is that working people cannot afford to wait for an increase in the federal minimum wage.

Sincerely and Fraternally,

A handwritten signature in dark ink, appearing to read "Rudy Oswald". The signature is fluid and cursive, with the first name "Rudy" being more prominent and the last name "Oswald" written in a more compact, cursive style.

Rudy Oswald, Director
Department of Economic Research

RO/pf

opeiu#2,afl-cio

Enclosure

American Federation of Labor and Congress of Industrial Organizations



815 Sixteenth Street, N.W.
Washington, D.C. 20006
(202) 637-5000

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MINIMUM WAGE RATES UNDER STATE LAWS SEPTEMBER, 1989

	Submin./ Tip. Cd.	1981	July 1989	Percent Change
Alabama	..	..	..
Alaska	N/N	3.85	3.85**	--
Arizona	..	..	..
Arkansas	N/Y	2.70	3.35*	24
California	Y/N	3.35	4.25****	27
Colorado	N/N	1.90	3.00	58
Connecticut	N/Y	3.37	4.25****	26
Delaware	Y/Y	2.00	3.35*	68
District of Columbia	N/Y	2.50-3.75	4.25-4.85***	70-29
Florida	..	..	..
Georgia	N/N	1.25	3.25	160
Hawaii	N/Y	3.10	3.85**	24
Idaho	N/N	2.30	2.30	--
Illinois	Y/Y	2.30	3.35*	46
Indiana	Y/N	2.00	2.00	--
Iowa	Y/Y	3.35	3.35****	--
Kansas	N/Y	1.60	2.65	66
Kentucky	Y/Y	2.15	3.35*	56
Louisiana	..	..	..
Maine	Y/Y	3.35	3.75***	12
Maryland	N/N	3.35	3.35*	--
Massach- usetts	N/Y	3.35	3.75**	12
Michigan	N/Y	3.35	3.35*	--
Minnesota	Y/N	3.10	3.85**	24
Mississippi	..	..	..
Missouri	..	..	..
Montana	N/N	2.00	3.35*	68
Nebraska	N/Y	1.60	3.35*	109
Nevada	Y/N	2.75	3.35*	22
New Hampshire	N/Y	3.35	3.65**	9
New Jersey	N/Y	3.35	3.35*	--
New Mexico	N/Y	2.95	3.35*	14
New York	N/Y	3.35	3.35*	--
North Carolina	Y/Y	2.90	3.35*	16

(OVER)

North				
Dakota	Y/N	1.70-3.10	1.70-3.10	--
Ohio	Y/Y	2.30	2.30	--
Oklahoma	Y/Y	3.10	3.35*	8
Oregon	N/N	3.10	3.85****	24
Puerto Rico	Y/Y	1.20-3.35	1.20-3.35*	--
Pennsylv-				
ania	N/Y	3.10	3.70**	19
Rhode				
Island	Y/Y	3.35	4.25****	27
So. Carolina		..	..
So. Dakota	N/Y	2.30	3.35*	46
Tennessee		..	..
Texas	N/N	1.40	3.35*	139
Utah	Y/Y	2.50-2.75	2.50-2.75	--
Vermont	N/Y	3.35	3.65***	9
Virginia	N/N	2.65	2.65	--
Washington	Y/N	2.30	3.85****	67
West				
Virginia	N/Y	2.75	3.35*	22
Wisconsin	Y/Y	3.25	3.35*	3
Wyoming	Y/Y	1.60	1.60	--

- * States with minimum wage laws equal to the Federal minimum wage.
- ** States with minimum wage laws higher then the Federal minimum wage.
- *** States with minimum wage laws on the books that exceed the first step increase proposed for the Federal minimum wage.
- **** States with minimum wage laws that will equal or exceed the top of the proposed Federal minimum wage of \$4.25.

SUMMARY

Of the 52 states and territories (including the District of Columbia and Puerto Rico) only 6 do not have minimum wage statutes. Stated another way nearly ninety percent have minimum wage laws. This year Iowa joined the states with minimum wage laws.

On average the states without minimum wage laws have higher unemployment rates and lower average wages than those states that address the problem of the working poor.

Fourteen states now have minimum wages in effect higher then the Federal minimum wage. Nineteen states provide minimum wages equal to the Federal minimum wage.

Congress is considering minimum wage legislation with a first step increase from \$3.35 to \$3.85 per hour. Eight states already exceed this level. Thus, the first increase in the Federal minimum wage will not effect their workers or employers, except to protect them

from unfair wage competition from low wage states. States with minimums above \$3.85 are California, Connecticut, Iowa, Maine, Oregon, Rhode Island, Vermont, and Washington.

The bill in the House of Representatives proposes to raise the Federal minimum to \$4.25 in 2 years. This action will not raise minimum wages in five states -- California, Connecticut, Iowa, Oregon, Rhode Island, and Washington.

Finally there is Iowa's minimum wage of \$4.65 effective January 1, 1992 and Oregon with a minimum wage \$4.75 effective December 31, 1990. These state minimum wage standards are better than anything even being considered at the Federal level.

The states that have minimum wages higher than the Federal minimum wage have experienced no adverse employment effect or higher unemployment rates related to increases in their minimum wages laws. In fact, thirty-two governments have increased their minimum wages since 1981, when the Federal FLSA was last increased. None have experienced higher unemployment as a result.

Of the 46 states with minimum wage laws, 25 do not have subminimum wages based on age or training. The content of the laws having subminimum wages overlap - some are linked to both age and training, others relate to only training or age.

Fifteen states do not allow tips given to employees to be used to offset the employer's minimum wage obligation. The California labor movement won a legal battle on overturning a tip credit rule last year. In Washington the voters decided that there be no tip credit when they voted to increase the minimum wage. Oregon with the highest minimum wage has no tip credit.

SPECIFIC STATE DATA

Alaska's minimum wage is fixed by law at \$.50 above the Federal minimum wage.

Arkansas's current \$3.30 minimum wage just became effective January 1, 1989 and a new law was passed increasing the minimum wage to \$3.35 effective September 1, 1989. Additionally the new law extends coverage to all employers of 4 or more employees. Tipped employees can be paid 50% of the minimum wage.

California increased its minimum wage to \$4.25 in July by action of the Industrial Commission and fought off a tip offset in the courts. There is a youth subminimum wage for workers 18 or less which is 85% of the adult minimum wage.

Colorado's minimum wage applies only to laundry workers.

Connecticut tipped employers can be paid 23% of the basic minimum wage with tips making up the difference to the State minimum.

Delaware introduced legislation to raise the minimum to \$4.40 in 1990 and \$5.00 in 1991 which failed due to an amendment linking the state minimum wage to the federal minimum wage. There is a training wage provision for student workers in school cooperative

programs. Tipped employees may be paid 33% less than the minimum with minimum wage made up by tips.

The District of Columbia's basic minimum wage is \$4.85, day-laborers, ticket takers and ushers \$4.65. Newly hired \$4.25 per hour for 30 days. Parking lot and garage attendants \$4.20 if they receive more than \$.50 in tips and car wash attendants \$4.35 if they receive at least \$.15 in tips.

Florida's effort to establish a minimum wage failed on house floor. Some form of voter referendum is now being considered.

Hawaii's effort to raise the minimum wage to \$4.25 died in the Senate and a new bill is planed for 1990. There is no youth subminimum although one has been proposed by conservatives. The tip credit offset is 20% and conservatives are trying to increase it to 40%.

Idaho's bill to raise the minimum wage to \$3.00 failed in 1989. Consideration is now being given to adding a ballot initiative raising the state minimum wage to \$4.75 in 3 years (similar to Oregon's state minimum).

Illinois legislation that would have increased the minimum wage to \$4.65 passed the House, but it was amended in the Senate to follow the Federal minimum wage adjustments. There is a subminimum wage based for those under 18, but none for training. Tipped employees may be paid 45% less than the minimum wage with tips making up the difference.

Indiana has two bills pending to raise the minimum wage. Present law excludes workers less than 17, workers working less than 10 weeks per year and employers with fewer than 4 employees. Proposed legislation to make improvements in each of these provisions and raise basic minimum wage in steps to \$4.00 in 1991, failed in 1989. A new bill will be introduced in 1990.

Iowa has raised the Federal minimum wage coverage within the state to \$3.85 effective January 1, 1990, \$4.25 January 1, 1991 and to \$4.65 January 1, 1992. There is an additional training period of 90 days before the employer must pay the new minimum. During the 90 day period the employer must pay \$3.35 effective January 1, 1990, \$3.85 effective January 1, 1991 and \$4.25 effective January 1, 1992. Iowa did not have a minimum wage law prior to this law.

Kansas has a bill pending to raise the State minimum to the Federal minimum wage. Tipped employees may be paid 40% less than the minimum wage.

Kentucky's Governor is considering raising the minimum wage by Executive Order. There is a training wage for workers in programs approved by the State Department of Labor. If tips are more than \$20 per week then 50% can be used to offset wages up to the minimum wage.

Maine will increase its minimum wage to \$3.85 in 1990 pursuant to existing law. There is a student subminimum at 75% of adult minimum. Tipped employees may be paid \$2.01 per hour.

Maryland's bill to raise the State minimum to \$3.95 per hour failed to pass in 1989.

Massachusetts has a bill pending to raise the minimum wage, but it has not progressed out of deference to Senator Kennedy's efforts

at the Federal level. Tipped employees may be paid \$2.25 or 40% less than the minimum wage.

Michigan has legislation in committee to raise the minimum wage to \$4.35 January 1990 with steps to \$5.00 in 1993. Tipped employees may be paid 25% less than the minimum wage.

Minnesota has a minimum wage for the Federal coverage of \$3.85 per hour (which will go to \$3.95 in 1990) and another for State coverage of \$3.65 (which will go to \$3.80 in 1990). Workers under 18 years may be paid \$3.65 under Federal coverage work and \$3.29 under State coverage work. The youth subminimums will increase to \$3.80 and \$3.42 next year. Federal coverage means firms with gross receipts of \$362,500 per year. There is legislation pending to conform these various wage levels to the Federal coverage.

Mississippi has no minimum wage law now, but one is pending action. Missouri's Governor vetoed a much compromised bill linking a minimum wage in the state to the Federal minimum wage. Another try is planned this year.

Montana passed 1989 law linking state minimum wage to federal minimum wage capped at \$4.00 per hour.

Nebraska will introduce a new minimum wage bill in 1990. Tipped employees in Nebraska can be paid \$2.01.

Nevada had legislation in the Assembly's Labor Committee to raise the minimum to \$4.00 per hour, the bill was amended to track the federal minimum wage. Subminimum wage of \$2.85 for those under 18.

New Hampshire has raised the minimum wage in 3 steps of \$.10 to \$3.95 effective January 1, 1992. Efforts to increase the minimum to \$4.25 were unsuccessful. Tipped employees may be paid 50% of minimum wage.

New Jersey has legislation pending to raise the state minimum \$5.05 in 4 steps ending 1992. There seems to be wide spread support in the legislature and in the Governors office. Under existing law tipped employees may be paid \$2.65 per hour.

New Mexico's minimum wage bill raising the minimum to \$4.25 has passed both houses. In New Mexico tipped employees can be paid \$2.01 hour if they earn more then \$40 per month in tips, if not then minimum wage.

New York State's Federation has a minimum wage bill introduced in 1990 asking for a minimum of \$5.00 in two steps. The Governor has asked for a minimum wage of \$3.75, and seems to be dragging his feet waiting for the federal law to be changed. Tipped employees can be paid \$1.05 less than the State minimum wage.

North Carolina's minimum wage law was linked to the federal minimum wage with a cap of \$4.00/hour. This expired June 1, 1989 leaving the minimum wage at \$3.35. A bill has been introduced to increase the state minimum wage to \$3.65 in 1990 and \$3.95 January 1, 1991. This bill has passed the house in 1989 and will be considered in the 1990 summer session of the state Senate. The subminimum wage is 90% of the basic minimum and applies to full-time students, learners, apprentices and messengers. Tipped employees can be paid 50% of the basic minimum. A bill has passed the House and is in the Senate that raises the state minimum wage to \$3.55 to \$3.85 January 1, 1990.

North Dakota's increase in the minimum wage scheduled for September 1989 is being challenged by the Attorney General on procedural grounds. North Dakota's range of rates is based on industry. There is a subminimum wage for training regulated by a State agency.

Ohio has a minimum wage bill tied up in committee pending action at the federal level. There is a 90-day training subminimum wage available on certification of State Department of Labor. Tipped employees may be paid \$1.00.

Oklahoma has legislation to increase minimum wage in the House Committee On Labor. Tipped employees can be paid \$2.00/hr. Workers under age 18 and over age 65 years of age can be paid \$1.00 less per hour than the State minimum.

Oregon increased its minimum wage to \$3.85, effective September 1, 1989; to \$4.25 January 1, 1990, and to \$4.75 effective January 1, '91. This legislation covers all businesses and there is no training wage or tip credit.

Oregon increased its minimum wage to \$3.85, effective September 1, 1989; to \$4.25 January 1, 1990, and to \$4.75 effective January 1, '91. This legislation covers all businesses and there is no training wage or tip credit.

Pennsylvania increased its minimum wage to \$3.70 effective 1989 and has legislation passed in one house to raise the minimum to \$4.65 in two steps by 1991, with indexing thereafter. There is a tip off set of 45% and no subminimums for training or age.

Puerto Rico's minimum wages are linked to changes in the federal mainland rate, and federal rules apply to the training wage and tip credits.

Rhode Island just increased the minimum wage from \$4.00 to \$4.25/hour effective August 1, 1989. There is a subminimum of 75% of the minimum for workers 15 years old or less if they work less than 25 hours per week. Learners and apprentices may be paid less on based on a certificate issued by the State Department of Labor. This office also fixes the rate and the term of training. The allowance for tips is 35% less than the minimum wage. Workers 18 or less employed by a nonprofit organizations may be paid 90% of the minimum wage.

South Dakota's law ties its minimum wage to the Federal minimum wage. Tipped employees may be paid 30% less than the minimum wage.

Tennessee introduced a minimum wage bill similar to the Federal minimum wage law, but it died in committee.

Utah has a bill pending to follow Federal standards. There are now two basic sets of minimum wage rates in Utah: (I) Urban Zones - \$2.55, \$2.67, & \$2.75/hr. and (II) Rural Zones - \$2.30, \$2.40, & \$2.50. The industrial commission applies these standards, but a student with no experience would be entitled to the lowest minimum wage and more experienced workers to the higher minimums. Utah labor is working with state legislators to revise the state minimum wage. The intent is to eliminate regional differences and to bring the state minimum wage up to the federal minimum.

Vermont law now schedules minimum wage increase as follows: \$3.85, July 1, '90; and to \$3.95, July 1, '91. There are no youth or training subminimum wages but tipped employees may be paid \$2.19. Virginia has had discussions about an increase in the minimum wage but is considerable opposition from rural interests. Washington state, by initiative, increased its minimum wage to \$4.25 effective January 1, 1990. There are no industry exemptions, subminimums or tip offsets. However, there is a subminimum for workers under 16 years of age at 85% of the existing minimum wage or, \$3.27 effective June 1, 1989 and \$3.61 after January 1, 1990. West Virginia has the same tip credit rules as the Federal law. Wisconsin has an adult minimum wage of \$3.45/hr minimum wage which goes to \$3.65 after 4 a month "training" period. Minors (less than 18) have a minimum wage of \$3.10 that goes to 3.30 after four months. This was done by order of the Governor after vetoing a minimum wage bill that would have raised the minimum to \$3.65 July 1, 1989 and to \$3.95 January 1, 1990. The vetoed bill did not include a training wage. The subminimum wage for workers less than 18 years of age existed in prior law. Tipped employees have the same offsets as provided by Federal law. The efforts are underway to improve the minimum wage and eliminate the training wage, but the out look is not promising this year. Wyoming has subminimums for youth and training set by their labor commission. A number of industry groups are exempted - agriculture, domestic services, nonprofit organizations, ambulance services, et.al. Tipped employees are assured 50 cents per hour plus tips.

Prepared by: John Zalusky
AFL-CIO Department of Economic Research
September 17, 1989

C

Celia Weislo
President-Treasurer

**Local
285**
Unity at Work
SERVICE
EMPLOYEES
INTERNATIONAL UNION,
AFL-CIO/CLC

Nancy Mills
Director

October 12, 1989

Arthur Osborn
President
Massachusetts AFL-CIO
8 Beacon Street, 3rd Floor
Boston, Massachusetts

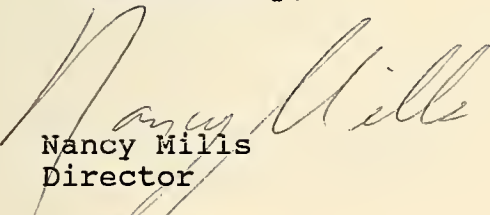
Dear President Osborn:

Local 285, S.E.I.U. has served a 10-day notice on Harvard Community Health Plan (Kenmore and Cambridge Centers) for a one-day work stoppage on Friday, October 25th. We've done this because HCHP has refused our members a cost-of-living raise after five weeks of bargaining. Instead they have offered us an "improved" merit scale.

Our members are rightfully outraged, HCHP has made over \$25 million in the last four years! Across-the-board raises have been given to nurses. Doctors are being offered substantial wage increases. We are being left out in the cold.

Your support in this matter of economic justice would be greatly appreciated.

In solidarity,


Nancy Mills
Director

NM/wml



Women in the Building Trades

241 St. Botolph St.
Boston, MA 02115
(617) 266-2338

October 10, 1989

Arthur Osborn
8 Beacon Street
Boston, MA 02108

Dear Brother Osborn,

I am writing to thank you for all of the work you and your staff did for our video event at the Mass State AFL-CIO Convention. Ann Weatherhead was extremely helpful in securing the room and making other arrangements with the Park Plaza, and John Laughlin provided us with additional information and support. The event was a tremendous success. Representatives from different government agencies, social service programs, unions, and general contractors attended the event. We received much positive feedback on the video itself and hope it serves to encourage more women to enter the skilled building trades.

I thank you again for the assistance of the State AFL-CIO in making our event a success!

In Solidarity,

Priscilla A. Golding
Executive Director

/hc

C
COPY ^{TO} _{Mr. Tj}

BILL FLYNN COMMITTEE
P.O. BOX 308
ACCORD (HINGHAM), MA 02018

Mr. Arthur Osborne & Mr. Marty Foley
A.F.L./C.I.O.
8 Beacon Street
3rd Floor
Boston, MA 02108

Dear Mr. ~~Osborne & Mr. Foley~~:

Arthur + Marty

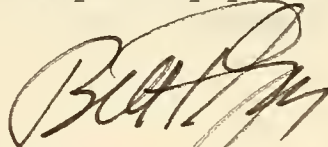
My wife, Brenda and me would like to take this opportunity to request the pleasure of you or a representative from your organization attend the announcement of my running for State Senator in the towns of Cohasset, Duxbury, Hingham, Hull, Marshfield, Scituate and Weymouth.

This event will be held on Thursday, October 19, 1989 from 6:00- 9:00 P.M. at LaRossa's Function Hall , 94 Pleasant Street, South Weymouth (near Cameo Theatre; next to South Weymouth Savings Bank).

Please RSVP with regrets only to (617) 722-2900 or (617) 749-5554.

Hoping that you or someone from your organization can stop by to say hello on October 19.

Very truly yours,



BILL FLYNN

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ASSOCIATED
INDUSTRIES
OF MASSACHUSETTS
441 STUART STREET
BOSTON, MA 02116
(617) 262-1180
FAX (617) 536-6785

September 29, 1989

Mr. Arthur R. Osborn
President
Massachusetts AFL-CIO
8 Beacon Street
Boston, Massachusetts 02108

Dear Mr. Osborn:

Thank you for your letter of September 19th putting forth the position of the Massachusetts AFL-CIO regarding state subsidization of striking employees in the current Nynex strike against New England Telephone.

The position of Associated Industries of Massachusetts remains today, as it has consistently been, one of complete opposition to the state forcing any employer to fund a labor dispute against itself. For the Commonwealth to force any employer to pay unemployment compensation benefits to striking workers is to effectively intervene in that labor dispute on one side over the other.

In the case of a telephone strike -- or any labor dispute involving a public utility -- management strives mightily to ensure that no member of the public is injured by curtailment or cessation of service. Notwithstanding those efforts there have been and continue to be both, as the telephone company has documented in the current matter. It makes no public policy sense whatsoever to force a public utility to jeopardize the public health and safety in order to maintain parity and equality in a labor dispute.

The Massachusetts AFL-CIO and A.I.M. have worked together over the years on a number of issues of importance to both our memberships, most notably Workers' Compensation reform. I hope that we will continue these dialogues in the future. In this matter, however, it is necessary for us to agree to disagree.

Sincerely,

John J. Gould

John J. Gould
President and
Chief Executive Officer

JJG/jaf

cc: A.I.M. Board and Members

*CC: CWA Principals
IBEW - Principals*



... for a more competitive Massachusetts



MASSACHUSETTS/AFL-CIO

Voice of Organized Labor 400,000 Strong

October 11, 1989

50

PRESIDENT

ARTHUR R. OSBORN

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JOSEPH C. FAHERTY
JAMES FARMER

SECRETARY-TREASURER

ROBERT J. HAYNES

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JOHN PHINNEY
TONY ROMANO
JOHN F. SIMMONS
DOROTHY THOMAS
CHARLES E. THOMPSON
BARNEY WALSH
MANNY WILLIAMS

The Honorable Edward J. Markey
2100A JFK Federal Office Building
Boston, Massachusetts 02203

Attention: Carol Lederman
Administrative Assistant

Dear Congressman Markey:

Upon my request, John Abate, a consultant to the Massachusetts AFL-CIO Energy Policy Committee, was instructed to call your office to inquire if you, as Chairman of the New England Congressional Delegation's Task Force on Energy, would be able to discuss the agenda of that group before us at our fall quarterly meeting. I was informed that your schedule is not set for the fall yet, and that perhaps we could arrange a meeting date for some time in late October or early- to mid-November.

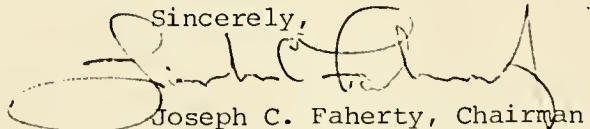
Since our Committee is very much interested in developing a viable, long-term working relationship with the New England Congressional Delegation's Task Force on Energy, it would make a great deal of sense to gain a perspective of each other's agendas by having an open dialogue at such a meeting with our Committee.

You will note that the enclosed 1989 Massachusetts AFL-CIO Convention Proceedings, on pages 53-55, gives a thorough explanation of our activities, and I am sure you will find it to be a very progressive effort.

If we could coordinate with your office for an appropriate date, then our fall quarterly meeting could be a highly productive affair.

I am looking forward to an early reply.

Sincerely,


Joseph C. Faherty, Chairman
Energy Policy Committee
Massachusetts AFL-CIO

JCF:sr

cc: J. Abate
A. Osborn

MASSACHUSETTS / AFL-CIO

8 BEACON STREET • BOSTON, MA 02108 • TELEPHONE 617 / 227-8260

HAF

M E M O R A N D U M

DATE: October 11, 1989

TO: Board of Directors, Alternates, Members and Invited
Guests

FROM: Kenneth G. Kelley *KK*

RE: October 26, 1989 Board Notice

This memo is to inform you that there will be a Board of Directors meeting on Thursday, October 26, 1989 at 8:30 a.m. to be held at the Greater Boston Chamber of Commerce, Federal Reserve Plaza, 600 Atlantic Avenue, 13th Floor Board Room, Boston, Massachusetts.

SPEAKER: Herman "Duke" Leonard, Ph.D., Baker Professor of Public Management, John F. Kennedy School of Government, noted economist and expert on the Massachusetts economy.

SUBJECT: The Massachusetts Economy: Budget Stalemate on Beacon Hill.

Please call Jennifer at the Health Action Forum to confirm your attendance (617) 482-3100 x394.

American Federation of Labor and Congress of Industrial Organizations



815 Sixteenth Street, N.W.
Washington, D.C. 20006
(202) 637-5000

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James E. Hatfield
Vincent R. Sombrotto
Marvin J. Boede
Lynn R. Williams
Robert A. Georgine
Jay Mazur
John J. Barry
William J. McCarthy

October 2, 1989

MEMORANDUM

TO: Labor Members
Joint Committee, AFL-CIO/National Association
of State Directors of Vocational Education

Marvin Boede	Edward J. Cleary
John Hodges	Lawrence Kenney
Kevin Kistler	Michael McMillan
Jerry Morris	Arthur Osborn
Jack Reihl	

FROM: Dorothy Shields, Director, Department of Education *DS*

RE: October 16th Meeting

This is to advise that the meeting of the Joint Committee of the AFL-CIO and the National Association of State Directors of Vocational Education originally scheduled to be held October 16th has been postponed due to continuing activity concerning the reauthorization of vocational education legislation.

We will be in touch with you in the future to determine an appropriate date.

DS/nd
opeiu#2afl-cio

to Garry
to Richie

COPE

C



Committee on Political Education

LANE KIRKLAND, Chairman

THOMAS R. DONAHUE, Secretary-Treasurer

JOHN PERKINS, Director

815 16TH STREET, N.W. ★ WASHINGTON, D.C. 20006 ★ (202) 637-5101

September 26, 1989

Mr. Joseph W. Joyce
Executive Secretary-Treasurer and
Mr. James L. Farmer, President
Greater Boston Labor Council, AFL-CIO
44 Bromfield Street
Boston, Massachusetts 02108

Dear Brothers Joyce and Farmer:

I am in receipt of your September 7 correspondence requesting a grant for your COPE operation in the Boston city council elections.

National COPE currently is involved in the seventh and eighth Special Congressional election campaigns around the country in 1989. We also are coordinating COPE operations in two major Gubernatorial races to be held in November. Following one of those Gubernatorial races will be another Special Congressional election. All of these elections have required funding in addition to our usual off-year file maintenance activities.

National COPE's off-year budget is significantly less than an election year because usually there are only a handful of elections. At this point, we are projecting to be over budget for the year due to all of the unexpected special elections around the country, and we are not sure we will have the funds to adequately maintain the COPE operations in these elections.

Unfortunately, the pending budget deficit for this year makes it impossible for us to fund any municipal races around the country in 1989. I'm sorry we are not in a position to help but the funds just are not there.

Faternally,

John Perkins
Director

opeiu #2
afl-cio
cc: Arthur Osborn



COPY
to E.B.



TEXAS AFL-CIO

1106 LAVACA

512/477-6195

P.O. BOX 12727

AUSTIN, TEXAS 78711

JOE D. GUNN October 6, 1989
President

JACKIE W. ST. CLAIR
Secretary-Treasurer

Arthur Osborn
Pres Massachusetts AFL-CIO
8 Beacon St.
Boston MA 02108

Dear Arthur:

Delegates to the 1989 Texas AFL-CIO Convention adopted the recommendation of the Community Services Committee to appoint a Standing Committee on Community Services.

A Standing Committee was appointed consisting of 18 members representing the 17 Texas AFL-CIO Vice-Presidents' Districts and a Chair from the Texas AFL-CIO Executive Board. Advisors to this committee will be the full-time United Way Labor Staff, the Boy Scout representative and the American Red Cross representative.

As you know, Community Services Departments across the nation have been champions in servicing union members with problems that the normal bargaining agreement does not address. Due to the economic downturn of the market force, our union members are constantly affected by the increasingly delima of layoffs and plant closings. As a result, they are faced with increased financial instability, a breakdown in marital and family communications, personal and emotional conflicts that most times, leads to alcohol and substance abuse.

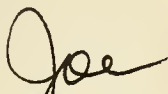
The Texas AFL-CIO recognizes that we must continue the quest to develop and implement programs across the state that will provide the necessary vehicle toward eliminating some of the stress that the ills of economic upheaval imposes on our union members and families.

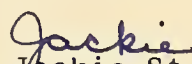
If your state has a Standing Committee on Community Services, we would appreciate receiving any information that you may have.

Our Community Services Director, Rosa Walker, needs any information and material that you can provide as soon as possible. Our first meeting is scheduled for November 17, 1989.

Thanks in advance for any assistance you may be able to give us.

Sincerely and fraternally,


Joe Gunn
President


Jackie St. Clair
Secretary-Treasurer

JG:JSC:pm
opeiu 298/afl-cio



YOUTH AND LABOR
WORKING TOGETHER

C

October 20, 1989

Mr. Arthur Osborn, President
Massachusetts AFL-CIO
8 Beacon St., 3rd Floor
Boston, MA 02108

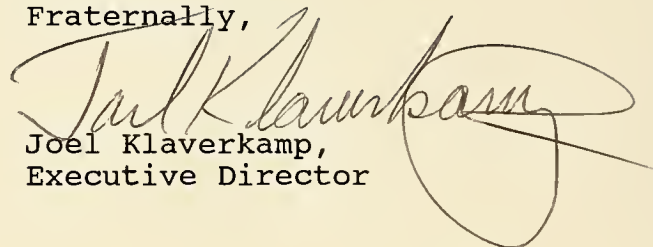
Dear President Osborn,

Per our conversation, Steve Sullivan's pay has been increased by \$2000.00 per year retroactive to August 1, 1989. This brings Steve's total annual salary to \$22,900. This increase in pay will be split evenly between National Frontlash and the Massachusetts AFL-CIO.

Continuing Steve's excellent work in Boston is of paramount importance and we hope this pay increase will help to alleviate some of Steve's personal financial constraints.

In your next invoice, Frontlash will be billing you for your portion of the pay increase retroactive to August 1, 1989. If you have any questions or concerns please feel free to contact me.


Fraternally,


Joel Klaverkamp,
Executive Director

cc: Steve Sullivan
Robert J. Haynes
Kevin C. Cooper

MEMORANDUM:

TO: Joel Klaverkamp

FROM: Steven R. Sullivan 

RE: Cost of living increase

DATE: August 30, 1989

I would like to thank you for your follow-up after the July 31st-August 3rd 1989 State Directors meeting in Washington D.C. I feel alot was accomplished during these meetings and look forward to having an open door policy with the State Directors and the National Frontlash office in the future.

As discussed, a cost of living increase for State Directors who live in a "high cost of living area" is an important step in preserving the future of Frontlash. An increase of \$2000.00, half from the National Office and half from the State Federation were the terms discussed. Since our State Directors meeting took place on July 31, 1989 I'd like to make the increase retroactive to August 1, 1989.

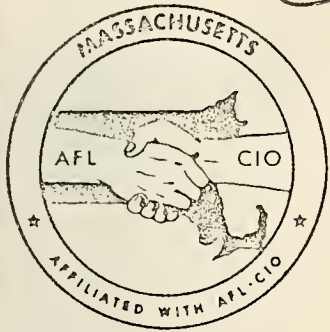
Since we are all involved in a constant struggle to preserve workers rights, we must continue to work in harmony as a support group of the AFL-CIO. Thank you for your appreciation.

CC:

Arthur R. Osborn

Kevin Cooper

David Dean



MASSACHUSETTS/AFL-CIO

Voice of Organized Labor 400,000 Strong

October 30, 1989

Paul Eustace, Secretary
Department of Labor
One Ashburton Place
Room 2112
Boston, MA 02108

Dear Secretary Eustace:

I am writing to you to help me undo a wrong done by Commissioner Pressman concerning his reversal of a safety grant to American Postal Workers Union AFL-CIO, Springfield, Massachusetts.

This union adhered to all the requirements of the application for a grant from the Safety Department of the D.I.A. and was duly selected.

A.I.M. questioned the grant and a meeting was held between the A.I.M. representative, myself, and Joel Pressman with the intent to resolve any problems connected with this grant and also one awarded to A.I.M.

An agreement was reached and agreed upon by the three representatives of A.I.M., the union, and the Department of Industrial Accidents.

Commissioner Pressman phoned me the other day and has reneged on the agreement. Whereas the Postal Union involved put many, many hours into this grant, I am requesting that you intervene into this problem and put an end to what appears as interference and meddling with the safety officer grant decision by Commissioner Pressman.

In Solidarity,

Arthur R. Osborn
President

c.c.: L. Ruthardt, A.I.M. ✓

PRESIDENT

ARTHUR R. OSBORN

EXECUTIVE VICE PRESIDENTS

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JOSEPH C. FAHERTY
JAMES FARMER

SECRETARY-TREASURER

ROBERT J. HAYNES

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CHARLES E. THOMPSON
BARNEY WALSH
MANNY WILLIAMS



AFSCME Council 93

American Federation of State, County and Municipal Employees
8 Beacon Street, Boston, MA 02108 367-6000

Joseph Bonavita
Executive Director

October 25, 1989

Herbert Ollivierre
President

Joseph Lydon
Executive Vice President

Natalie Baker
Recording Secretary

James Donovan
Treasurer

Gary Cameron
Sgt. at Arms

Arthur Osborn
President
Massachusetts AFL-CIO
8 Beacon Street
Boston, MA 02108

Dear Brother Osborn:

I have caused the attached letter to be directed to Chancellor Duffy at the University of Massachusetts Amherst.

As you can see, we have a very grave concern over the continued viability of the Labor Center at the University.

I am respectfully requesting that you lend your good offices to this effort.

In Solidarity,

Joseph M. Bonavita
Executive Director
AFSCME Council 93

JMB:js

Attachment

ED Memo

MEMORANDUM FOR THE RECORD

SUBJECT: [Illegible]

DATE: [Illegible]

BY: [Illegible]



AFSCME Council 93

American Federation of State, County and Municipal Employees
8 Beacon Street, Boston, MA 02108 367-6000

Joseph Bonavita
Executive Director

October 25, 1989

Herbert Ollivierre
President

Joseph Lydon
Executive
Vice President

Natalie Baker
Recording
Secretary

James Donovan
Treasurer

Gary Cameron
Sgt. at Arms

Joseph C. Duffey, Chancellor
University of Massachusetts Amherst
Amherst, Massachusetts 01103

Dear Chancellor Duffey:

As you appreciate, this Union is acutely aware that the financial crisis which besets our Commonwealth mandates harsh decisions. We share the pain of those to whom the task is given. We recognize fully that the extraordinary pressures these times induce should impel all to cooperate in order that the decisions reached be propitious and of lasting avail. It is in this spirit that this letter is written.

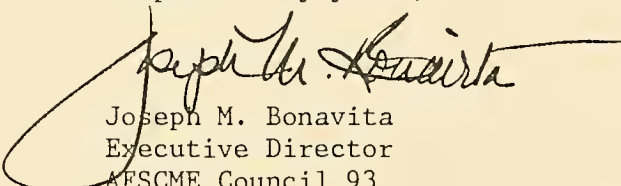
The companionate history of organized labor and higher public education boasts many proud pages. None is more valid than that which depicts the long association of AFSCME and the University of Massachusetts. We have traveled far in a relatively brief period with mutual benefit.

Accordingly, we are distraught to learn that the Labor Center at the University of Massachusetts has been marked for a budgetary reduction far in excess of that suffered by other departments.

Mr. Chancellor, the University's Labor Studies Program has fulfilled the aspirations of all who urged its founding. It has been a vital resource to government, to organized labor, the legal community and the business world. In the economic turbulence of the present and the foreseeable future our need for such a bastion can only increase. To curb its ability to train and function is to sacrifice an asset of incalculable worth.

We strongly urge a reconsideration of this unfortunate decision.

Cooperatively yours,


Joseph M. Bonavita
Executive Director
AFSCME Council 93

JMB:js

International Union of Operating Engineers
Local 4 and Its Branches

120 MOUNT HOPE STREET
ROSLINDALE, MASSACHUSETTS 02131
Area Code (617) 323-9300

CHARLES DE ROSA
Business Manager

October 13, 1989

Mr. Arthur R. Osborn, President
Massachusetts AFL-CIO
8 Beacon Street
Boston, MA 02108

Dear Arthur:

I would like to take this opportunity on behalf
of The Northeastern States Conference and Local 4 for
taking time from your busy schedule to speak at the
opening session of the Convention recently held in
Hyannis.

Assuring you that your comments were well
received by all, I am

Fraternally yours,

Charles DeRosa
Charles DeRosa
Business Manager

med



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MASSACHUSETTS/AFL-CIO

Voice of Organized Labor 400,000 Strong

October 27, 1989

PRESIDENT

ARTHUR R. OSBORN

EXECUTIVE VICE PRESIDENTS

JOSEPH M. LYDON
JOSEPH C. FAHERTY
JAMES FARMER

SECRETARY-TREASURER

ROBERT J. HAYNES

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CYNTHIA RODRIQUES
TONY ROMANO
JOHN F. SIMMONS
DOROTHY THOMAS
CHARLES E. THOMPSON
BARNEY WALSH
MANNY WILLIAMS

Richard Abdow
UFCW
33 Eastland Street
Springfield, MA 01109

Dear Brother Abdow:

The Massachusetts AFL/CIO has the opportunity to develop the capability to link up with our affiliates by computer. We would like to invite the Pioneer Valley Labor Council, UFCW Local 1459, SEIU Local 285 and the Massachusetts Building Trades to join with us in a pilot project.

The systems we envision would be an interactive data base to be utilized by the affiliates. We might store data about current legislation, voting records of legislators, legislative hearings, planning boards and appeals board scheduling, current events, general information, picket lines, strikes, food banks and any data the affiliates would want ready access to.

Please call my office and confirm your interest, and we will schedule a meeting in November to plan the project.

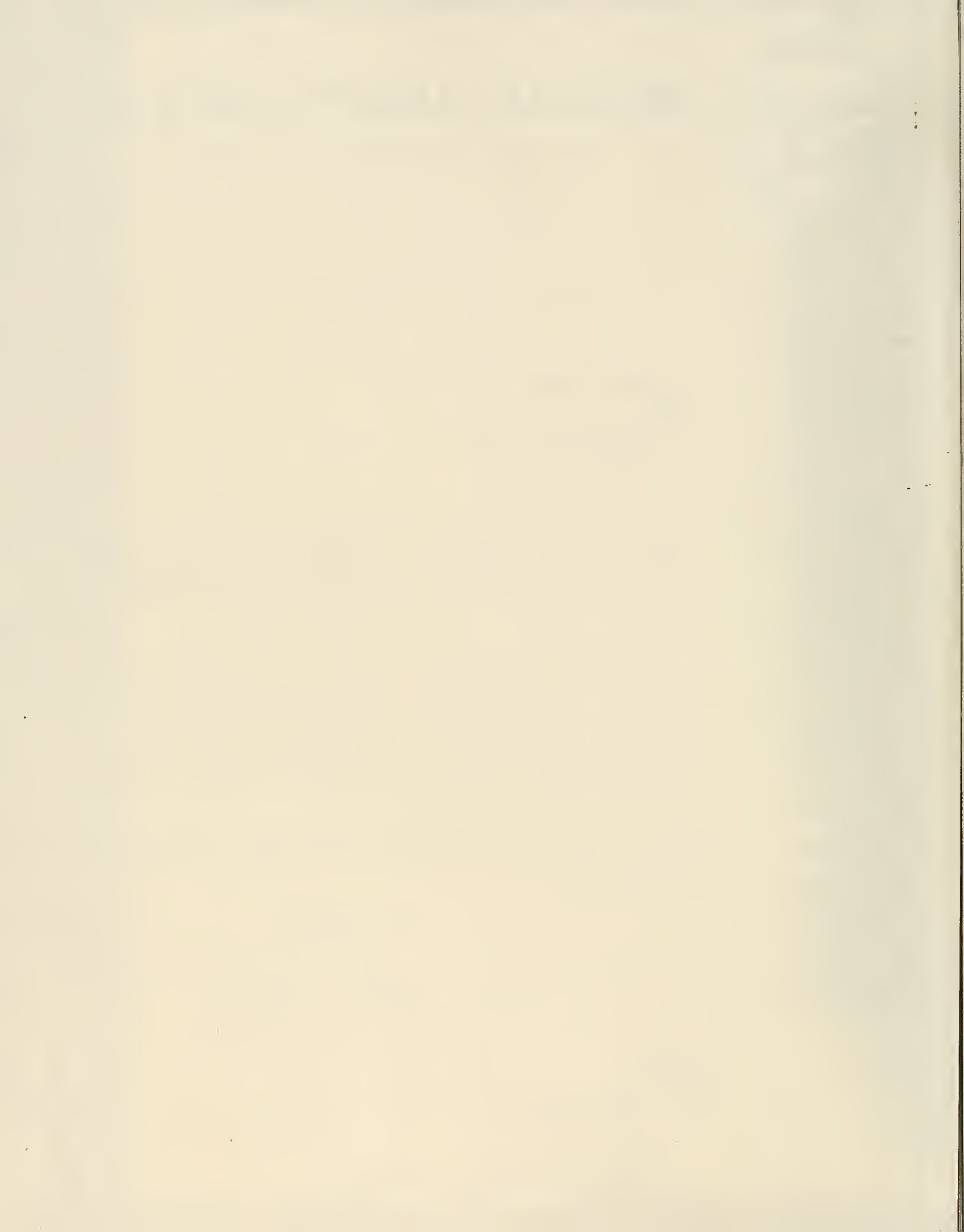
Fraternally,

Robert J. Haynes
Secretary/Treasurer

opeiu-6
afl/cio

cc: Frank Emspak
Mike Roberts

MASSACHUSETTS / AFL-CIO



American Federation of Labor and Congress of Industrial Organizations



815 Sixteenth Street, N.W.
Washington, D.C. 20006
(202) 637-5000

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James E. Hatfield
Vincent R. Sombrotto
Marvin J. Boede
Lynn R. Williams
Robert A. Georgine
Jay Mazur
John J. Barry
William J. McCarthy

October 31, 1989

Dear Trade Unionist:

The United States census is one of those things that can come and go unnoticed.

That should not be. For, of all people, working men and women have a stake in an accurate census count.

In the first place, it directly impacts the distribution of federal program funds to cities - for everything from roads to rehabilitation. If the count is low, taxpayers are short changed on the funds available for projects and services where they live.

In the second place, it directly influences Congressional redistricting - and thus the chance to insure a just allocation of seats for legislators responsive to the concerns of organized labor.

Therefore, I am writing to ask our affiliates and labor councils to do what they can to insure that members respond to the census, and that the enumeration is as complete as it can be.

Attached is a first set of materials, developed with the help of Project 500, the Democratic Party's redistricting effort. Included are: background items on the census and the undercount issue, as well as on the census jobs available; a contact list for regional census centers and an informational pamphlet from the census office.

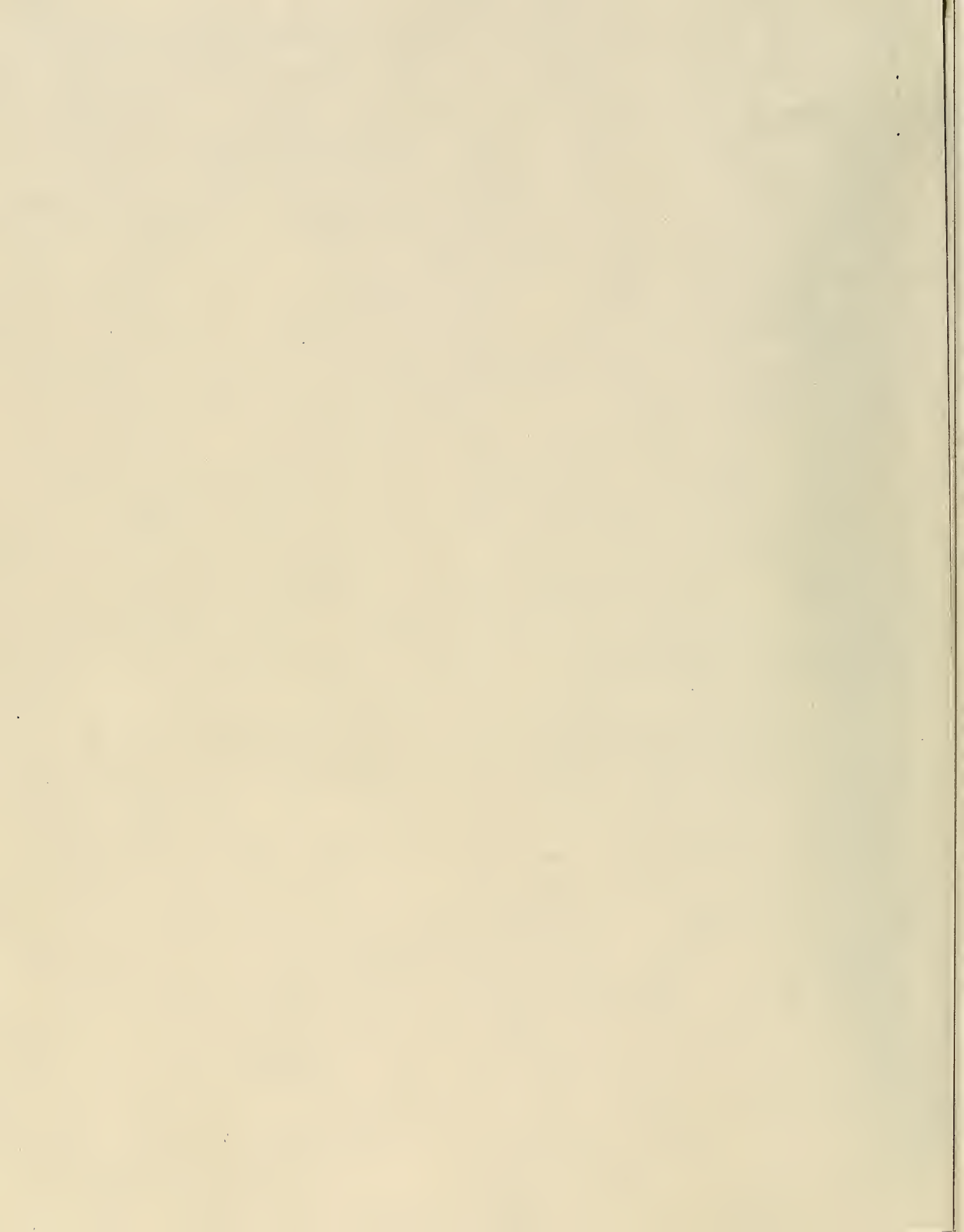
There will be more materials available in the future - including some ad slicks provided by The Advertising Council.

Thank you in advance for your participation in this important effort.

Sincerely and fraternally,

Joe Velasquez
Director
Department of Community Services

JV:mmm
Attachments
opeiu #2 afl-cio



CENSUS JOB OPPORTUNITIES

The 1990 Census is the largest peacetime operation the U.S. government undertakes and will offer many job opportunities at a variety of levels. The office structure through which the Census workforce will operate is as follows:

- 13 regional offices, all of which are open
- 484 district offices to be opened on a graduated basis
- 7 regional processing centers, 4 currently open

Management positions in the regional or district offices are all full-time, provide sick and annual leave, and generally pay between \$8.00 and \$14.00 an hour. All management position candidates are required to complete a standard government application, SF-171.

The most numerous positions will be in the field, approximately 400,000. The majority of these positions will last 6-8 weeks and are generally for enumerators, crew leaders, and office support personnel. These positions usually pay between \$6.00 and \$8.00 an hour. All individuals seeking such employment must complete a BC-170 application form, which can be obtained from any regional or district census office. After completing the form each applicant must take a 30 minute test which contains 28 items.

The test contains questions which test alphabetizing, comparison of names, basic math, sample map reading, and the ability to understand and follow written instructions. An applicant must score at least a 10 on the test, and at least a 15 to be a crew leader. There will be one crew leader for every 9 or 10 enumerators.

Please see the Regional Census Center list attached and contact them for more detailed information on job opportunities in your area.

THE 1990 CENSUS: DEFINING THE POLITICAL FOUNDATION
FOR THE NEXT DECADE

The 1990 Census and the ensuing reapportionment/redistricting process will determine the political landscape and the distribution of financial power on the national, state, and local level through the year 2000.

The Constitution mandates that a census of the nation's population be taken every ten years for the purpose of reapportioning the U.S. House of Representatives.

Article I, Sec. 2, Cl. 3 as amended by Section 2 of the Fourteenth Amendment

Representatives shall be apportioned among the several States according to their respective numbers, counting the whole number of persons in each state

Since 1790 the importance of the Census has evolved to provide for reapportionment and the distribution of billions of dollars of Federal and State program monies each year. State legislative apportionment is also determined by the Decennial Census.

What is the Undercount

Since the 1940 Census, along with measuring the population of the nation the Census Bureau has also estimated the undercount of the population as a whole and for certain subgroups. The undercount is the number of people which the Census Bureau has determined should have been counted but were missed by the Census process. The individuals who comprise the undercount miss being counted in reapportionment population counts, and in the counts used for the allocation of Federal, State, and/or Local funds.

Individuals are missed because of a myriad of reasons. In many cases individuals are missed because they live in untraditional and often substandard housing for which a local government has no record of an address. In addition many people for a variety of reasons (fear of government, alienation from society, reluctance of enumerators to go into certain areas, etc.) do not want to be counted.

Why the Undercount is a problem:

The Importance of a Full and Accurate Count

Since 1940 the undercount for the population as a whole has declined from 5.6 percent in 1940 to 1.4 percent in 1980. The undercount for blacks in 1940 was 10.3 percent and 5.1 percent for whites. In 1980 it was 5.9 percent for blacks and 0.7 percent for whites. Thus the differential

undercount (the difference between the undercount of the white and the black populations) has remained constant at 5.2 percent. In 1980 53 percent of the people missed were black. Hispanic Americans were undercounted by 5.9 percent in 1980.

The undercount in major cities is even more pronounced. In 1980 the estimated undercount for blacks living in major cities was 11.3 percent and 10.3 percent for Hispanics.

By missing a higher percentage of certain racial and ethnic minority groups the Census process diminishes their representation in political and financial terms. These populations which comprise a large percentage of the undercount are often concentrated in urban or rural areas and many times Democratic areas.

They are part of an important voting block which will be diminished in size and power, lose representation, and hurt those who are their representatives unless Complete and Accurate counts can be obtained for both the population as a whole and especially for those subgroups in which the undercount problem is concentrated.

The Census Bureau and the Undercount Problem

In 1980, the Census Bureau studied the undercount problem and decided based on the inadequacies of the data and the current methodologies available that an adjustment to correct for the undercount of the population was not possible at that time. After the 1980 Census the Census Bureau revisited the adjustment issue.

In 1987, the Census Bureau announced that it would not make any correction for undercounts or overcounts despite the fact that such an action was recommended as feasible and advisable by the National Academy of Sciences' panel of experts they had chosen to study the problem.

In response to a lawsuit filed by New York City, and joined by Los Angeles and several other jurisdiction, which sought to direct the Census Bureau to correct the undercount, an out-of-court settlement was reached in July of this year which reopens the prior adjustment decision by the Census Bureau.

According to the agreement, the Secretary of Commerce (who oversees the Census Bureau) will appoint an eight member advisory committee to thoroughly review the undercount correction issue. The Secretary will make a final decision on whether or not to adjust for the undercount -- with the input of the advisory committee -- on or before July 15, 1991.

The 1990 Census will proceed as planned and under the same deadlines for the delivery of information. The figures for the reapportionment of the House of Representatives will be delivered to the President by December 31, 1990. State governments will receive redistricting data by or on April 1, 1991. However, the Secretary's later determination to correct for the undercount, if made, could potentially change reapportionment and redistricting data.

Whether or not an adjustment is made to correct for the undercount, it is critical that all of us work to ensure a full and complete 1990 Census.

HOW YOU CAN IMPROVE THE 1990 CENSUS

There are many ways through which you can become active and help ensure a full and complete count of all persons in 1990. Below, please find some of the major actions which will help ensure a fair, complete, and accurate count.

Monitoring the Census Process

During 1989, the Census Bureau will complete its preparatory programs. It is vital that these preparations are monitored closely and that there is a complete understanding of the Census programs, process, and deadlines.

The Pre-Census Local Review program involves all 39,000 local governmental units across the country. The Pre-Census Local Review program will enable every city and county to review the Census Bureau's counts of residential and institutional housing units which will receive the 1990 Census questionnaire in order to determine areas which might have been missed when the address lists were compiled. If a large number of housing units are missed then the population within these units will not be mailed or enumerated and will become part of the undercount.

In addition, all cities and counties should be advised to review the Bureau's placement of its boundaries to ensure an accurate enumeration for their area. The presence and alignment of streets should also be checked and any problems found, discussed with the Census Bureau and kept in mind during Pre-Census Local Review.

During 1989, the Census Bureau will also implement the second phase of its Redistricting Data Program. Through this program, state governments (primarily through the state legislature or state mapping agencies) correlate Census Bureau data with state data and electoral boundary maps.

The Census Bureau's TIGER maps will also be released in 1989. These maps, incorporating previous census maps with maps used by the U.S. Geological Survey and state mapping agencies, will provide the geographic basis for use by redistrictors after 1990.

Outreach and Promotion: Forming a "Complete Count Committee"

A "Complete Count Committee" can be the vehicle through which a local message is developed and delivered. The Campaign to educate and motivate people about the Census can be centered in this Committee or shared between the Committee and governmental and/or Democratic entities.

In many areas of the country which are in critical need of "Complete Count Committees" there have been no committees formed and there is almost no knowledge of the 1990 Census and its importance. Union leaders and members can play an important part in ensuring that these committees are formed.

A "Complete Count Committee" should be as extensive and inclusive as possible including political, community, labor, religious, media, and educational leaders. The "Complete Count Committee" members can serve as the initial outreach spokespersons.

Efforts to achieve a full and complete count should be targeted at the populations which suffer the largest undercount problem. In particular urban areas, areas of untraditional housing, and areas with high minority population concentration.

Below, please find a checklist of suggested outreach activities.

Checklist

- Media announcements on local T.V. and radio with local leaders, celebrities
- Public Service Announcements
- Promotional posters and flyers
- Business promotion and involvement
- Census Education and promotion in the schools
- Announcements at church, community, and other meetings

A strategic overall plan to promote the census now before the census starts is essential. Phase in your activities beginning now and then through a carefully targeted timetable. Plan your "push" during the last week of March, 1990, just before April 1, 1990, Census Day.

After the April 1st questionnaires are sent out, remind your communities to send back their questionnaires and make sure people cooperate with the door-to-door enumerators.

People must understand that they want to be counted, not simply that they have to be counted. People must also understand that it is safe to be counted and that their answers are confidential.

Creating Union Membership Awareness and Outreach Programs

With the large number of union members across the country, an outreach and Census awareness program aimed at increasing the active participation of union members in the Census promotion effort would be highly beneficial. State-Feds and local offices may want to set up their own community service and Census awareness programs where they canvass by phone or establish walk programs in their neighborhoods to promote the Census and the importance of being counted.

Union members who work in some capacity with the public will also have a unique opportunity to relay the Census message to a large number of people through their normal daily interaction with the public.

Assisting in the hiring of Census Enumerators

The 1990 census will be conducted through the Census Bureau's 13 regional census centers, 484 local district offices, and 7 processing offices. The peak employment period for the census will be from April to July of 1990. Most of the local district offices will open between October and November of 1989, with major recruiting efforts in January and February 1990.

Twenty-five thousand individuals will be hired as census supervisors and census workers to go door-to-door during the pre-census phase of the 1990 Census. These people will help prepare the national pre-list and help check pre-canvass lists. Ten thousand individuals will be hired as computer operators, data transcribers, and clerks to work in the processing offices. Thirty thousand people will be hired as supervisors and four hundred thousand individuals will be hired as census workers to go door-to-door and as computer operators and clerks, staffing the local district offices.

Historically, the Bureau has had great difficulty finding and keeping a sufficient workforce. To help the Bureau meet its staffing needs as well as helping dislocated workers, union members and the public in general should be informed about Census job opportunities.

Supplementing the Census Bureau's Workforce

Earlier this summer the Census Bureau announced that it would for the first time allow "Cultural Agents" to accompany Census Enumerators when they go door-to-door. "Cultural Agents" can be individuals from the community who act as informal census ambassadors emphasizing the local importance of answering the Census questionnaire, helping overcome any language barrier, making an enumerator feel secure in certain areas, etc. To become a "Cultural Agent" an individual should apply to their local census office where they will be given the same training as an enumerator and will be asked to take the oath which assures confidentiality of census information.

The 1990 Census will have ramifications through the next century. A full, fair, and accurate count could significantly effect the political situation on the national, state, and local level. The Census Bureau has some programs to minimize the undercount, however, under the Bureau's current program the ability to create a complete count rests with outside groups. It is critical that everyone becomes involved in some aspect of the Census program from publicity to the more technical aspects.

REGIONAL CENSUS CENTER ROSTER

Boston

Bureau of the Census
Regional Census Center
Fourth Floor
441 Stuart Street
Boston, MA 02116-5000

RD:	Arthur G. Dukakis	617-565-7100
ARCM:	Hal Wood	617-421-1421
Area Mngr:	Bruce Kaminski	617-421-1427
	Jean Primack	
	Warren Dixon	
Recruiter:	Steve Driscoll	617-421-1423
GEO Coord:	Tom Coughlin	617-421-1435
Outreach:	Barbara Harris	617-565-7078

New York

Bureau of the Census
Regional Census Center
221 West 41st Street
16th Floor
New York, NY 10036-7294

RD:	Sheila H. Grimm	212-264-3860
ARCM:	Hank Palacios	212-997-1990
	Fernando Armstrong	
	Ken Meyer	
Area Mngr:	Tony Farthing	212-997-0985
	Santos Sugrez	212-997-1990
	George Palavino	212-997-0135
	Joe Brum	212-997-0135
	Pat Vallo	212-997-1990
Recruiter:	Daisy Bolling	212-337-2651
	Maritza Padilla	
GEO Coord:	Jon Sperling	212-337-2651
Outreach:	Manny Landivar	212-264-4730

Philadelphia

Bureau of the Census
Regional Census Center
Third Floor
441 North 5th Street
Philadelphia, PA
19123-4090

RD:	LaVerne V. Collins	215-597-4920
ARCM:	Harold Hayes	215-597-1990
	Fabian Sanchez	
Area Mngr:	Ron Whitehead	215-597-1990
	Jimmy Marsden	
	Chris Williams	
	Edward Warrick	
Recruiter:	Pat Cavanaugh	215-597-1990
	Jacqueline McInnes	
GEO Coord:	Phil Lutz	215-597-1139
Outreach:	Frank Ambrose	215-597-8808

Detroit

Bureau of the Census	RD:	Dwight P. Dean	313-354-4654
Regional Census Center	ARCM:	Bob Peterson	313-354-1990
Suite 200		(Outreach & Recruiting)	
27300 W. 11 Mile Road		Ross Forbes	313-354-1990
Southfield, MI 48034-2244		(Operations)	
	Area Mngr:	Randy Edwards	313-354-4936
		Bridgette Wyche	
		Tom Chodvko	
	Recruiter:	Betty Hughes	313-354-1990
	GEO Coord:	Gordon Rector	313-355-5710
	Outreach:	Lynn Silas	313-354-1990

Chicago

Bureau of the Census	RD:	Stanley D. Moore	312-353-6251
Regional Census Center	ARCM:	Roy Ellis	312-353-8600
Suite 5501		Bonnie Young	
2255 Enterprise Drive	Area Mngr:	Brian Burke	312-353-8609
Westchester, IL 60154-5800		Melva Jones	
		Marcia Stephens	
		Mark Dixon	
		Charles Hillard	
	Recruiter:	Harold Thomas	312-353-8537
	GEO Coord:	Scott Duel	312-353-8608
	Outreach:	Mary Grady	312-353-8605

Kansas City

Bureau of the Census	RD:	Marvin L. Postma	913-236-3728
Regional Census Center	ARCM:	John Dale	816-891-7470
10332 NW Prairie View Road	Area Mngr:	Dennis Johnson	816-891-7470
Box 901390		Ed Cothe	816-891-7941
Kansas City, MO 64191-1390		Donna Edwards	816-891-7941
		Jim Gregory	816-891-7783
	Recruiter:	Carol Keeler	816-891-7570
	GEO Coord:	Lornell Parks	816-891-7562
	Outreach:	Ben Azru	816-891-7562

Seattle

Bureau of the Census	RD:	Leo C. Schilling	206-728-5300
Regional Census Center	ARCM:	Mike Burns	206-728-5510
Suite 500	Area Mngr:	Linda Murphy	206-728-5520
101 Stewart Street		Carol Burger	206-728-5544
Seattle, WA 98101-1098		Debbie Randell	206-728-4246
	Recruiter:	Jan McStay	206-728-5526
	GEO Coord:	Dennis McDuffy	206-728-5555
	Outreach:	Alice Solomon	206-728-5305

Charlotte

Bureau of the Census
Regional Census Center
3410 St. Vardell Lane
Charlotte, NC 28217-1355

RD:	William F. Hill	704-521-4400
ARCM:	Brain Monaghan	704-521-4400
Area Mngr:	Bob Rinaldi	704-521-4408
	William Hatcher	704-521-4410
	George Grandy	704-521-4427
Recruiter:	Larry Arnold	704-521-4407
GEO Coord:	Cathy Friedenreich	704-521-4416
Outreach:	Lucindia Scurry-Johnson	704-371-6144

Atlanta

Bureau of the Census
Regional Census Center
Third Floor
1375 Peachtree St.,NW
Atlanta, GA 30309-3112

RD:	James F. Holmes	404-347-2271
ARCM:	Sue Hardy	404-347-5443
Area Mngr:	Jesse Avina	404-347-5439
	Ann Foster-Mariner	
	Dorothy Ballard	
	Cathy Lacy	
Recruiter:	William Keesler	404-347-5443
	Beverly Mullins	
GEO Coord:	Gene Wallace	404-347-5423
Outreach:	Stephanye Profit	404-347-5438

Dallas

Bureau of the Census
Regional Census Center
Suite 210
6303 Harry Hines Blvd.
Dallas, TX 75235-5228

RD:	John E. Bell	214-767-0621
ARCM:	Mickey Cole	214-767-7488
Area Mngr:	Henry Tow	214-767-7122
	Carey Casey	
	Paco Otal	
	Noelia Garza	
Recruiter:	Lionel Rawlins	214-767-7480
GEO Coord:	Betty Adamek	214-767-7482
Outreach:	Brooks Sitton	214-767-7105

Denver

Bureau of the Census
Regional Census Center
6900 W. Jefferson Ave.
Lakewood, CO 80235-2307

RD:	Williams F. Adams	303-969-2200
ARCM:	Dean Schroeder	303-969-7750
Area Mngr:	Mike Poissen	303-969-7750
	Gina Valdez	
	Vince Lopez	
Recruiter:	Malee Craft	303-969-7750
GEO Coord:	Matt Engler	303-969-7760
Outreach:	Jerry O'Donnell	303-969-7750

Los Angeles

Bureau of the Census	RD:	John E. Reeder	213-209-6616
Regional Census Center	ARCM:	Adrian Dove	818-892-6511
The Valley Corporate Park		(Outreach & Recruiting)	
Bldg. #1		Michael Weiler	818-892-6514
16300 Roscoe Blvd.	Area Mngr:	Moy Carrasco	818-892-8687
Van Nuys, CA 91406-1215		Tarzan Honor	
		Ronnie Dann	
	Recruiter:	Barbara Keller	818-892-6511
	GEO Coord:	Steve Alnwick	818-892-6519
	Outreach:	Moises Carrasco	818-892-6674

San Francisco

Bureau of the Census	RD:	John E. Reeder	415-243-8904
Regional Census Center	ARCM:	Rick Takei	415-974-9111
400 2nd Street, 3rd Fl.	Area Mngr:	Mel Lyons	415-974-9112
San Francisco, CA		Andy Cortez	
94107-1400	Recruiter:	Del Price	415-974-9150
		Linn Harris	
	GEO Coord:	Al Pfeiffer	415-974-9197

Key to positions:

RD:	Regional Director
ARCM:	Assistant Regional Census Manager
Area Mngr:	Area Managers manage a certain number of district offices
Recruiter:	Responsible for recruiting the workforce
GEO Coord:	Geological Coordinator responsible for maps and mapping programs, will play key role in Local Review
Outreach:	Responsible for outreach to constituency groups and community in general

CENSUS '90



**YOUR
INTRODUCTION
TO THE**

1990

C E N S U S

*How an accurate
count involves the
nation – and you!*

U.S. Department of Commerce
BUREAU OF THE CENSUS
Washington, D.C.

THE BICENTENNIAL CENSUS

It's on the way. It will be here before you can say "everybody counts."

The 1990 Census will be the 21st in the nation's history – and – the largest and most complex ever undertaken. The Census Bureau expects to count 250 million people and 106 million housing units.

WHY A CENSUS?

It's part of the U.S. Constitution. Article I, Section 2 says:

"Representatives ... shall be apportioned among the several States ... according to their respective Numbers ... The actual Enumeration shall be made within three years after the first meeting of the Congress of the United States, and within every subsequent Term of Ten years, in such manner as [Congress] shall by Law direct."

HOW IMPORTANT ARE YOU?

Success of the census depends on you, on everyone.

In 1990, questionnaires will be delivered to more than 106 million housing units and living quarters in the country. More than 300,000 census takers and support personnel will help conduct the census and add up the final results.

How well you cooperate – this means completing and returning your questionnaire – will determine how accurate the census will be.

WHAT'S AHEAD?

About a week before Census Day (April 1, 1990) most households will receive a questionnaire by mail. Others, depending on location, will have forms delivered by census takers. Roughly five out of six households will receive a short form. About one out of six households will be asked to fill out a longer form.

WHAT WILL BE ASKED?

The questions are basic. The short form asks about race, Hispanic origin, age, marital status; whether you rent or own your residence, the number of rooms, etc. The longer form asks additional questions on ancestry, employment, education, income, type of housing, utilities, and so on.

WHAT HAPPENS TO YOUR ANSWERS?

Once the Census Bureau receives your questionnaire, a key part of our work begins. If the questionnaire is incomplete, a census employee must contact you to obtain the information. Then the answers on your questionnaire are combined with those from other questionnaires to produce statistical totals for various geographic areas. It is these combined numbers, not your personal answers, that are published and put to thousands of uses.

WHAT KINDS OF USES?

The population count for your area is used to determine how many seats your state will have in the U.S. House of Representatives. States use the numbers to allocate seats in their legislatures.

Billions of dollars in federal funds are returned to states, local governments, and American Indian reservations and Alaska Native villages. State funds are returned to cities and counties. Amounts are based in part on population or housing data. Beyond that, planners use census facts to determine where to locate such facilities as hospitals, schools, day care and senior citizen centers. Various social programs receive funds based on census information. Businesses use the data for decisions involving expansion and jobs.

THE CENSUS IS CONFIDENTIAL!

So, why not stand up and count yourself in the census? Neither a census taker nor any other

employee of the Census Bureau can reveal information about you or your household. Census personnel take an oath to uphold this confidence. Failure to do so can mean five years in prison and \$5,000 in fines. And what about other federal agencies, can they get your census information? The answer is NO!

Title 13 of the U.S. Code prevents any agency – Immigration, the FBI, the IRS, the courts, the military, welfare agencies – from getting any specific information about you. In fact, personal information from the 1990 Census will be locked up until the year 2062.

WHAT WILL THE 1990 CENSUS TELL US?

- How the nation is changing.
- The condition of housing.
- Education, employment, and income information about your area.

The census takes the social and economic pulse of the nation.

IF YOU'RE NOT COUNTED –

For a number of reasons, about 2.2 million people were not counted in the last census (about 1 percent). This is called the undercount. Among minority populations the percentage was higher – about 6 percent.

Unfortunately, an undercount can result in flawed decisions. Inaccurate counts can curtail projects and cause lower funding for community programs and services. Often, those who could benefit most are those who are shortchanged when there's an undercount.

Being missed in the census affects not only the people missed – everyone loses if everyone is not counted.

So answer the census. It's good for all of us.

Size & Scope

The 1990 Census will be the 21st in our nation's history and the largest and most complex ever undertaken.

The Census Bureau has been planning the mammoth operation since 1984.

- Expected Count:** 250 million people – 106 million housing units.
- Employment:** Will hire about 565,000 people; about 300,000 working at peak.
- Location:** 484 field offices, 13 Regional Census Centers, 7 processing offices.
- Coverage:** Over 106 million questionnaire packages to print, label and assemble.
- Geography:** Computerizing entire map base, including over 250,000 different base maps. Nearly 7 million maps will be generated to help census takers collect questionnaires.
- Participation:** Expect over 70 million mail returns within two weeks of Census Day – April 1, 1990.
- Technology:** Using 570 minicomputers in field offices; must set up, use and dismantle in one year.
- Mandated Completion:** Deliver apportionment counts to the President by December 31, 1990; provide data necessary for redistricting to states no later than April 1, 1991.

Contacts for more information about the 1990 Census

ATLANTA
Regional Census Center
1375 Peachtree St., N.E.
Atlanta, GA 30309-3112
(404) 347-2274

BOSTON
Regional Census Center
441 Stuart St., 4th Floor
Boston, MA 02116-5000
(617) 421-1440

CHARLOTTE
Regional Census Center
3410 Saint Vardell Lane
Charlotte, NC 28217-1355
(704) 521-4452

CHICAGO
Regional Census Center
2255 Enterprise Drive,
Suite 5501
Westchester, IL 60153-5800
(312) 409-4619

DALLAS
Regional Census Center
6303 Harry Hines Blvd.,
Suite 210
Dallas, TX 75235-5228
(214) 767-7105

DENVER
Regional Census Center
6900 W. Jefferson Ave.
Lakewood, CO 80235-2307
(303) 969-7750

DETROIT
Regional Census Center
27300 West 11 Mile Rd.,
Suite 200
Southfield, MI 48034-2244
(313) 354-1990

KANSAS CITY
Regional Census Center
10332 N.W. Prairie View Rd.,
P.O. Box 901390
Kansas City, MO
64191-1390
(816) 891-7562

LOS ANGELES
Regional Census Center
The Valley Corporate Park Bldg. 1
16300 Roscoe Blvd.
Van Nuys, CA 91406-1215
(818) 892-6674

NEW YORK
Regional Census Center
221 West 41st St.
New York, NY 10036-7294
(212) 997-1920

PHILADELPHIA
Regional Census Center
441 N. 5th St., Third Floor
Philadelphia, PA
19123-4090
(215) 597-8313

SAN FRANCISCO
Regional Census Center
400 Second St., 3rd Floor
San Francisco, CA
94107-1400
(415) 243-8913

SEATTLE
Regional Census Center
101 Stewart St., Suite 500
Seattle, WA 98101-1098
(206) 728-5314

Census Promotion Office
Census Bureau
Washington, D.C. 20233
Tel: (301) 763-1990

**or your nearest
Census '90 District
Office**

NORTH SHORE LABOR COUNCIL - AFL-CIO

President
KEVIN D. MAHAR

Secretary
MARY K. CONDON

Trustees
DOMINIC MARRAFFA
JOHN O'CONNOR
MARILYN RYBICKI

Vice President
JOSEPH GAUVAIN

Treasurer
JOHN TACHUK

Sergeant at Arms
MARSHALL SPENCER



20

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LYNNFIELD	TOPSFIELD
MANCHESTER	WAKEFIELD
MARBLEHEAD	WENHAM
MIDDLETON	

679 WESTERN AVENUE
LYNN, MASSACHUSETTS 01905

November 1, 1989

Arthur Osborn
Pres. Mass. AFL-CIO
8 Beacon Street
Boston, MA 02108

Dear Arthur,

We just recieved a copy of the memo Steve Early sent you on October 17, 1989. We would like to make it clear that we have no connection with this memo. Further, the North Shore Labor Council initiated discussion around the proposed rally solely with the interests of our brothers and sisters on strike in mind. There was no other political motivation behind it.

Hopefully, a sucessful rally will help overcome some of the misunderstandings that have arisen.

In solidarity,

Kevin D. Mahar
Kevin Mahar, Pres.

Russell Davis
Russell Davis



**JOB TRAINING
PARTNERSHIP ACT
TITLE III**

DISLOCATED WORKERS PROGRAM



**8 BEACON STREET
ROOM 47
BOSTON, MA 02108
TELEPHONE 523-0623**



PAUL EUSTACE
Secretary of Labor

GIRO J. CARDINAL
Program Manager

ARTHUR R. OSBORN
President

AN EXECUTIVE OFFICE OF LABOR PROGRAM, RUN IN CO-ORDINATION WITH THE MASS. AFL-CIO

October 26, 1989

Joe Mello, APM
12 Bachelard St.
Lowell, MA 01854

Dear Joe:

Although I am aware you had a busy schedule on Thursday October 26, 1989. I thought that you understood that the meeting at 10:00 AM at the EOL was imperative. And that if you had to be late that would have been acceptable. However, I did say to you to be there.

Since you have chosen to ignore my request of your presences at this meeting. I have no alternative but to discipline you once again for your disregard of my authority. Therefore, this is not the first time that you have taken a position to disregard my requests. You have been warned that I will no longer tolerate your insubordination. Therefore, I have instructed the bookkeeper to withhold one days pay from your salary that day being Monday October 30, 1989.

In Solidarity,

Girol J. Cardinal
Program Director

GJC/gu

nage
u6

cc: Happy Greene
Arthur Osborn

November 2, 1989

Giro Cardinal, Program Director
Dislocated Worker Program
8 Beacon Street, Room 47
Boston, MA 02108

Dear Giro,

Your letter of October 26 to me, expresses the SOP of the "Giro Cardinal Program". Please be advised that our discussion on 10/24/89 on the subject of the gathering at EOL was casual, not imperative; tentative, because of my scheduled commitment, not firm; and in your words "would only take about 10 minutes". Staff time and time away from dislocated worker programs was spent under your direction on three separate all day meetings (7/20/89, 8/10/89, and 9/25/89) on the same subject matter of the gathering at EOL on 10/26. You were unable to come up with a remedy at those meetings.

On October 26, 1989 I spent 11 hours with 3 groups of dislocated workers whose plant will close in the near future. Although my days effort was in concert with federal law, state law, E.P.R.S., program goals, not to mention common sense, you saw fit to falsely accuse me of insubordination and impose upon me a one day suspension. What can I say?

Sincerely,

Joseph Mello, P.M.

cc: Happy Greene
Arthur Osborne
Suzanne Teegarden
Paul Eustace
Robert Haynes

The Commonwealth of Massachusetts
Massachusetts Centers of Excellence Corporation
Nine Park Street
Boston, Massachusetts 02108-4807

MICHAEL S. DUKAKIS
GOVERNOR

ALDEN S. RAINE
SECRETARY OF
ECONOMIC AFFAIRS

MEGAN JONES
DIRECTOR

(617) 727-7430

November 7, 1989

Dear President Osborn:

On behalf of the Center for Applied Technology I would like to thank you for your past support. However, as you know the current budget crisis has endangered all programs that assist working people. The Center for Applied Technology is no exception.

Today we were informed that the Photovoltaic Center would be attached to the Centers of Excellence, with no added monies. The effect of this move is to absorb all of FY 1990 program money, leaving CAT with little ability to serve labor.

Therefore on behalf of the MCEC and the CAT we are asking for your support. Most of our programs are in mid-stream. We have succeeded in saving at least one large unionized firm- Pneumatic Scale. We have projects in others. If the proposed cuts go through we will not be able to do more than finish up the projects currently in place.

Thank you for your concern,

Sincerely yours



Frank Emspak
Project Director
Center for Applied
Technology

Northampton Labor Council A.F.L.-C.I.O.

2 CONZ STREET

NORTHAMPTON, MASSACHUSETTS

01060



413-527-2332

"It's where you belong."

October 30, 1989

Senator John F. Kerry
358 Russell Senate Office Building
Washington, D.C. 20510

Dear Senator Kerry:

Thank you for engaging in a dialogue with the Northampton Labor Council, AFL-CIO, and other sections of the labor movement, concerning The Progressive Group, Northampton, MA.

The recognition of a union of its employees, by The Progressive Group, is an act which should be praised, however this does not lessen our objection to its use of non-union long distance telephone lines as The Progressive presently does, an act which we consider both anti-labor and a betrayal of the stated principles of the Group.

We are particularly shocked at the reasons given for the use of non-union services. Lower price was a major excuse given. This has been a classic rationale by many anti-union employers. The Progressive Group should be ashamed to use their argument.

If The Progressive Group's stand, in regards to companies having defense contracts were widespread, this country would be incapable of meeting its national security needs, while its enemies would be unencumbered by such considerations. This would be a very dangerous situation for the United States. The Progressive's stand, if publicly known, can only reaffirm the thoughts of all too many in the electorate, that progressives and liberals are unconcerned about the safety of the United States and therefore the nation should look for political leadership elsewhere. The Progressive's attitude thus helps the election of future Nixons and Reagans, as also the re-election of George Bush.



FRANKLIN AND HAMPSHIRE COUNTIES

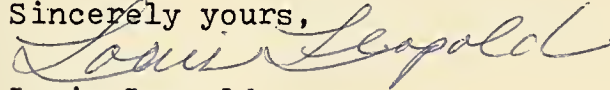
/2/ Northampton Labor Council AFL-CIO to Senator Kerry

The most interesting aspect of the matter may be that the assertions by The Progressive Group are incorrect! The savings made by the use of non-union lines are negligible, if in fact any exist, and U.S. Sprint is indeed a major defense contractor.. These findings have been documented by union researchers and have been sent to both you and the Group.

If The Progressive Group renews its non-union contract, when it expires, we shall know that it violates its own principles and that it insists on continuing anti-labor policies.

We strongly urge upon you the role of impressing The Progressive Group, in your business dealings with them, that you expect them to do what they should have done long ago, used union contracted long distance telephone lines.

Sincerely yours,



Louis Leopold
Secretary-Treasurer

LL/rw

C: Communications Workers of America
International Brotherhood of Electrical Workers
Mass. AFL-CIO
Joseph White, Jr.



Two Liberty Square
Boston, MA 02109-3966
(617) 482-8370

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Secretary
Robert E. Cowden, III, Esq.
Partner
Casner, Edwards & Roseman

October 31, 1989

Mr. Arthur Osborn, President
Mass. State Labor Council
AFL-CIO
Eight Beacon Street
Boston, MA 02108

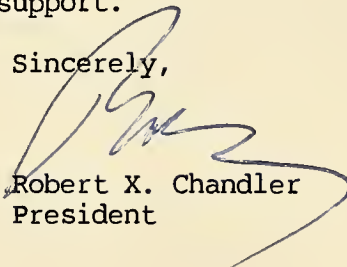
Dear Arthur:

Just a note to say that you and your pal Bob are truly class guys! Your quick turnaround to Micho's request for a special letter of support for the United Way as we work to combat the problems created by the recent negative publicity, was great!

We indeed appreciate the terrific support you and your Brothers and Sisters in organized labor give to the United Way. Your response to Micho's request for a little extra public support when we need it most is something we will recognize whenever and wherever we can, Arthur, because it can help us regain the positive momentum we will need to put the campaign in this most important year, over the top.

Thanks for your great support.

Sincerely,


Robert X. Chandler
President

RXC:sml

CC: Micho F. Spring
Peter E. Madden
C. George Scala

Committee

STEPHEN ALBANESE
RONALD ALMAN
SHELDON APPEL
ROSANNE BACON
ROBERT BANKS
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GEORGE BECK
DONN BERRY
JOSEPH BONAVITA
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THOMAS G. CLIMO
DIANE Z. COCHRAN
JOHN COHANE
RICHARD COLEMAN
JAMES COOPER
KEVIN COTTER
RICHARD COUGHLIN
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PAUL DEMPSEY
CHARLES DE ROSA
PAUL DEVLIN
PETER S. DI CICCO
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ARTHUR FLAMM
JOHN E. FLYNN
JOHN J. FLYNN
JOHN T. FLYNN
WILLIAM J. FOLEY
ROBERT FUCHS
ALVIN M. GLAZERMAN
JAMES T. GRADY
JAMES R. GRANDE
MARCIA GREENBAUM
THOMAS GUNNING
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ROBERT HAYNES
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JOHN E. HIGGINS
WILLIAM IRVIN
WILLIAM JOY
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E. LEONARD KANE
MARK KAPLAN
T. PHIL KERR
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MALCOLM MacKINNON
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LOUIS MANDARINI
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ARTHUR OSBORN
ROBERT PETRONELLA
ROBERT L. PETRUCELLI
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EDWARD T. SULLIVAN
FRED TRUSTEN
WILLIAM VAUGHN, III
ARTHUR VERSHBOW
BARNEY WALSH
MICHAEL WALSH
THOMAS WEBB
DON WIGHTMAN
ARNOLD ZACK

Tickets and Tables

JAMES T. NESTOR

Secretary

EDWARD F. BOYLE, S.J.

C

The Cushing-Gavin Awards

883 HANCOCK STREET
QUINCY, MASSACHUSETTS 02170
786-1822

RICHARD A. GIESSER
JOSEPH NIGRO
Co-Chair

Arthur

Your application for *10* tickets for our Cushing-Gavin Awards Dinner and your check for \$*650* have arrived and are recorded.

You will receive the tickets by mail around the 24th of November.

Be sure that we are very grateful for your interest and cooperation. We will be happy to see you and your associates at the Sheraton Boston on Friday, December 1st.

With Gratitude,

Jim Nestor

James T. Nestor, Chairman
Tickets and Tables

The ticket doesn't say so, but we will have dancing after the dinner until midnight.

SHERATON BOSTON — FRIDAY, DECEMBER 1, 1989 - 7:00 P.M.



The Cushing-Gavin Awards

1989

CUSHING GAVIN RECIPIENTS



LABOR

Kristine Rondeau

Organizer-Harvard Union Clerical
and Technical Wkrs, AFSCME

MANAGEMENT John Ritchie

Director Labor Relations
Massachusetts Trial Courts

AUXILIARY Michael Walsh

Regional Attorney
National Labor Relations Board

LABOR-MGT Arthur Murphy

ATTORNEY

Murphy, Hesse, Toomey
and Lehane

Awarded for Excellence
In Labor-Management Relations
Exemplifying
Moral Integrity
Professional Competence
Impartial Service
Community Concern



THE LABOR GUILD
883 HANCOCK STREET
QUINCY, MASSACHUSETTS 02170

American Federation of Labor and Congress of Industrial Organizations



815 Sixteenth Street, N.W.
Washington, D.C. 20006
(202) 637-5000

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Jay Mazur
John J. Barry
William J. McCarthy

October 30, 1989

Mr. Arthur Osborn, President
Massachusetts AFL-CIO
8 Beacon Street
Boston, Massachusetts 02108

Dear Trade Unionist:

Thank you for your contribution of \$100.00 to the AFL-CIO's
"Hurricane Hugo Relief Fund."

In the weeks since Hugo struck the Caribbean Islands and the U. S. mainland, the startling long-term impact of the hurricane's destruction has become evident. Trees are still down and power is still out. Homes and factories are strewn in splinters. People's lives and jobs are in limbo.

While the task of putting things back together is enormous, your contribution will be a help to labor in tackling our part of the job.

Sincerely and fraternally,

President



THE COMMONWEALTH OF MASSACHUSETTS

State Senate

Committee on Ways and Means

STATE HOUSE, BOSTON 02133

SENATOR PATRICIA MCGOVERN
CHAIRWOMAN
SECOND ESSEX AND
MIDDLESEX DISTRICT

ROOM 212
TELEPHONE
722-1481

October 25, 1989

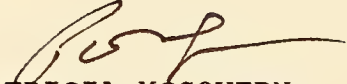
Arthur R. Osborne
President
Massachusetts AFL-CIO
8 Beacon Street
Boston, MA 02108

Dear Mr. Osborne:

I wish to thank you for your letter regarding Senate 431, "an act to provide for a charge for directory assistance and improving telecommunications within the Commonwealth." As you may be aware, this proposal was reported out favorably by the Committee on Government Regulations and was referred to the Senate Committee on Ways and Means. Please be assured that I will be mindful of your views as the Committee considers and reviews this legislation.

I appreciate your interest regarding this proposal and would like you to know that your input will be most helpful in determining the outcome of this legislation. Knowing your concerns is essential to an effective legislative process in the Commonwealth of Massachusetts. Thank you again for taking the time to share your thoughts with me.

Sincerely,


PATRICIA MCGOVERN
Chairwoman
Senate Committee on
Ways and Means

PM:clc:kot





Abington Education Association, Inc.

October 30, 1989

Mr. Arthur R. Osborn, President
Mass. AFL-CIO
8 Beacon Street
Boston, MA 02108

Dear Mr. Osborn:

I am writing on behalf of the membership of the Abington Education Association. All of us in the Association wish to express our thanks to you and your membership for your support during our successful override campaign last summer. Your willingness to be identified with this campaign and, your support of public education were key factors in our success.

Once again, our thanks to you on behalf of everyone involved in the campaign. If there is ever any way we can assist you and your members, please don't hesitate to call on us.

Yours truly,
Marietta O'Brien
Marietta O'Brien, President
Abington Education Association

*Copy
to Rich
For Activist
List*



The Commonwealth of Massachusetts

HOUSE OF REPRESENTATIVES
STATE HOUSE, BOSTON 02133

ROBERT A. DURAND
REPRESENTATIVE
4TH MIDDLESEX DISTRICT
MARLBORO AND BERLIN
ROOM 478
TEL. 722-2250

Committees on
Commerce and Labor
Energy
Natural Resources and Agriculture
MANUELA CORREIA
LEGISLATIVE ASSISTANT

November 2, 1989

Arthur R. Osborn
President
Mass. AFL/CIO
8 Beacon Street
Boston, MA 02108

Dear Arthur,

Thank you for your letter dated October 16, relative to the Cancer Presumption Bill.

I testified in support of the legislation and will do anything I can to assure its passage.

Very truly yours,

A handwritten signature in blue ink, appearing to read "Bob", written over a horizontal line.

ROBERT A. DURAND
State Representative

Refer to Bobby

October 27, 1989

Stephen and Marianne Davis
83 Derby Street
Worcester, MA 01604

President Arthur Osbourne
Massachusetts AFL-CIO
8 Beacon Street
Boston, MA 02108

Dear President Arthur Osbourne,

We are writing in regards to the recent decision by Provost Richard O'Brien, University of Massachusetts at Amherst, to cut funding 29% at the Labor Relations and Research Center.

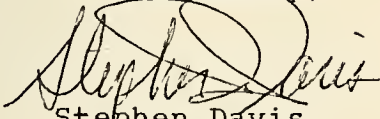
The Labor Center has for 25 years trained professionals that work in the Union/management field. A review of the current occupations of the over 300 graduates shows the Labor Center has placed an approximately equal number with Unions, management, government, and neutral agencies.

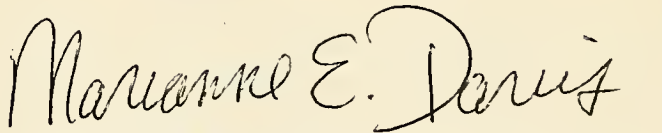
Our own personal Labor Center history best exemplifies the diversity of the program. We met as graduate students at the Labor Center, graduated, were later married and recently had our first child. Our current job titles, listed under our signatures, shows that Union/management cooperation can be trained and nurtured.

The years ahead will demand greater cooperation between Union and management. We will continue to need highly trained professionals on all sides of the table to insure that equity is achieved.

Your support in restoring funding to the Labor Relations and Research Center would be greatly appreciated. ~~Please write to inform us of any actions taken by yourself in support of the Labor Center.~~

In solidarity,


Stephen Davis
Business Agent
AFSCME Council 93
Boston, MA


Marianne E. Davis
Employee Relations Administrator
Town of Wellesley
Wellesley, MA



COMMONWEALTH OF MASSACHUSETTS
MASSACHUSETTS SENATE
STATE HOUSE, BOSTON 02133

SENATOR W. PAUL WHITE

2ND SUFFOLK AND NORFOLK
DISTRICT

ROOM 309
TEL. 722-1643

COMMITTEES:
FEDERAL FINANCIAL ASSISTANCE
(CHAIRMAN)
BANKS AND BANKING
(VICE-CHAIRMAN)
POST AUDIT AND OVERSIGHT
(VICE-CHAIRMAN)
PUBLIC SERVICE
ETHICS

November 1, 1989

Mr. Arthur R. Osborn, President
Massachusetts AFL-CIO
8 Beacon St.
Boston, MA 02108

Dear Mr. Osborn:

Thank you for forwarding a copy of your letter to Governor Dukakis seeking his support of House Bill 2101, An Act Providing that Certain Diseases Resulting in Disability or Death To Uniformed Members of Paid Fire Departments Shall be Presumed to Have Been Suffered in the Line of Duty, With Reference to the Accidental Disability Law.

I am enclosing copies of letters I have sent to Representative Blanchette and Senator Golden asking that the bill receive favorable action as soon as possible. Please be assured of my continued support of this measure when it reaches the Senate for a vote.

With warmest personal regards, I remain

Sincerely,

A handwritten signature in cursive script that reads "W. Paul White".

W. PAUL WHITE
Senator

WPW:ml

OFFICE OF THE CLERK OF THE MASSACHUSETTS SENATE
MASSACHUSETTS SENATE
STATE HOUSE, BOSTON 02133

SENATOR W. PAUL WHITE
2ND SUFFOLK AND NORFOLK
DISTRICT
ROOM 309
TEL. 722-1640

COMMITTEE
FEDERAL FINANCIAL ASSISTANCE
(CHAIRMAN)
BANKS AND BANKING
(VICE-CHAIRMAN)
POST AUDIT AND OVERSIGHT
(VICE-CHAIRMAN)
PUBLIC SERVICE
ETHICS

October 6, 1989

Representative Kevin P. Blanchette, Chairman
Committee on Public Service
State House, Room 40
Boston, MA 02133

Dear Chairman Blanchette:

I am writing to indicate my support of House Bill 2101, An Act Providing that Certain Diseases Resulting in Disability or Death to Uniformed Members of Paid Fire Departments Shall be Presumed to Have Been Suffered in the Line of Duty, with Reference to the Accidental Disability Law.

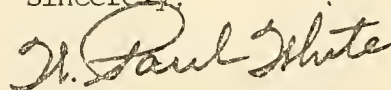
This bill would create a presumption that a firefighter, who has been diagnosed with cancer which resulted in a total or partial disability or death, has contracted the disease in the line of duty unless there is medical evidence to the contrary. As you are aware, firefighters are often called upon to perform their duties under hazardous conditions and are often exposed to hidden occupational carcinogens. This bill would give firefighters and their families the economic security they deserve.

It is my hope that this bill will be released favorably at the next executive meeting of the Committee on Public Service.

Thank you for allowing me to present my views on this legislation.

With warmest regards, I remain

Sincerely,



W. PAUL WHITE
Senator

WPW:ml



COMMONWEALTH OF MASSACHUSETTS
MASSACHUSETTS SENATE
STATE HOUSE, BOSTON 02133

SENATOR W. PAUL WHITE

2ND SUFFOLK AND NORFOLK
DISTRICT

ROOM 309
TEL. 722-1643

COMMITTEE
FEDERAL FINANCIAL INSTITUTIONS
(CHAIRMAN)
BANKS AND BANKING
(VICE-CHAIRMAN)
POST AUDIT AND OVERSIGHT
(VICE-CHAIRMAN)
PUBLIC SERVICE
ETHICS

October 6, 1989

Senator William B. Golden, Chairman
Committee on Public Service
Room 416B
State House
Boston, MA 02133

Dear Chairman Golden:

I am writing to indicate my support of House Bill 2101, An Act Providing that Certain Diseases Resulting in Disability or Death to Uniformed Members of Paid Fire Departments Shall be Presumed to Have Been Suffered in the Line of Duty, with Reference to the Accidental Disability Law.

This bill would create a presumption that a firefighter, who has been diagnosed with cancer which resulted in a total or partial disability or death, has contracted the disease in the line of duty unless there is medical evidence to the contrary. As you are aware, firefighters are often called upon to perform their duties under hazardous conditions and are often exposed to hidden occupational carcinogens. This bill would give firefighters and their families the economic security they deserve.

It is my hope that this bill will be released favorably at the next executive meeting of the Committee on Public Service.

Thank you for allowing me to present my views on this legislation.

With warmest regards, I remain

Sincerely,

W. PAUL WHITE
Senator

WPW:ml



Massachusetts
Housing Partnership

100 Cambridge Street
Boston, Massachusetts 02202
(617) 727-7824

Arthur C. Lome

August 3, 1989

Mr. Robert Minichielli
c/o Cooperative Alliance of Massachusetts
D & M Associates
P.O. Box 869
Taunton, MA 02780

Dear Bob,

We were disappointed that you were unable to obtain MHFA Board approval for the Greenbriar project in Taunton.

Over the past three years, the Massachusetts Housing Partnership staff has intervened on numerous occasions to assist this project, arranging for technical assistance and approving resources from the Community Economic Development Assistance Corporation (CEDAC) and the Municipal Advance Program (MAP).

As you know, EOCD also awarded the City of Taunton a Community Development Action Grant (CDAG) of \$997,000 for the extension of water and sewer lines to the site. In making the CDAG grant, it was our expectation that the project would participate in the HOP program. I call your attention to the CDAG required agreement between the City and the development entity which is binding and must still be met. The Grantee-Private Sector Participant Agreement requires you to produce the following:

- 10 units which must be retained by the developer and rented for a minimum of 20 years to holders of Section 707 Certificates.
- 34 units which must be offered at a maximum sales price of \$78,500.
- 56 units which must be offered at a maximum sales price of \$88,500.
- 114 units which must be offered at prices ranging from \$98,500 to \$110,000.

The agreement also requires that you "take all appropriate measures to insure the long-term affordability of the housing units to be created and the continued availability of those units to low or moderate-income households...."

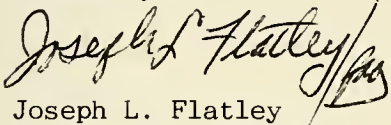
The agreement clearly states that "EOCD's obligation to provide funds to this CDAG project is expressly contingent upon submission of a plan by the Private Sector Participants which is satisfactory to EOCD for ensuring the long-term affordability and low or moderate-income occupancy of the housing units to be created."

I have had no alternative but to advise the City that this project must meet these requirements by other means satisfactory to EOCD. Until a plan is submitted to and approved by EOCD, no additional CDAG funds for this project can be released to the City. Should this requirement not be met, EOCD will have no choice but to recover all funds advanced to date (\$366,744.37). The City could seek to recover the costs already incurred from you as developer.

We have asked the City for a response with a plan acceptable to EOCD to resolve these issues no later than September 15.

Again, after so many of years of work on this project, we are very disappointed that you were unable to meet the requirements of the HOP program.

Sincerely,



Joseph L. Flatley
Assistant Secretary

cc: Mayor Richard Johnson
Frank G. Costa
Mario DiCarlo
James Malone
David Dronsick
Bill Fitzgerald



C

Massachusetts Housing Partnership

100 Cambridge Street
Boston, Massachusetts 02202
(617) 727-7824

Arthur Osborne

August 3, 1989

Mayor M. Richard Johnson
City Hall
15 Summer St.
Taunton, MA 02780

Dear Mayor Johnson,

As you may be aware, the MHFA Board voted not to approve the Greenbriar project for participation in the Homeownership Opportunity Program (HOP). It was a great disappointment to us that the developer failed to respond successfully to MHFA's requirements.

Over the past three years, the Massachusetts Housing Partnership staff has intervened to assist this project, arranging for technical assistance to the developer and non-profit entity and approving resources from the Community Economic Development Assistance Corporation (CEDAC) and the Municipal Advance Program (MAP).

This project is also the beneficiary of a Community Development Action Grant (CDAG) of \$997,000 for the extension of water and sewer lines to the site. In making the CDAG grant, it was our expectation that the project would participate in the HOP program. More importantly, however, there is a CDAG required agreement between the City and the private parties which is binding and must be met. The Grantee-Private Sector Participant Agreement signed by you, Frank Costa on behalf of American Workers Cooperative, and the general partner requires the developer to produce the following:

- 10 units which must be retained by the developer and rented for a minimum of 20 years to holders of Section 707 Certificates.
- 34 units which must be offered at a maximum sales price of \$78,500.
- 56 units which must be offered at a maximum sales price of \$88,500.
- 114 units which must be offered at prices ranging from \$98,500 to \$110,000.

In addition, the Private Sector Participants must "take all appropriate measures to insure the long-term affordability of the housing units to be created and the continued availability of those units to low or moderate-income households...."

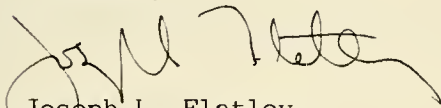
The agreement clearly states that "EOCD's obligation to provide funds to this CDAG project is expressly contingent upon submission of a plan by the Private Sector Participants which is satisfactory to EOCD for ensuring the long-term affordability and low or moderate-income occupancy of the housing units to be created."

In the absence of participation in the HOP program, this project must meet these requirements by other means satisfactory to EOCD. Until a plan is submitted to and approved by EOCD, no additional CDAG funds for this project can be released. Should the City and the developer fail to meet this requirement, EOCD will have no choice but to recover all funds advanced to date (\$366,744.37); the City may, in return, seek to recover the costs already incurred from the developer.

Until and unless this matter is resolved, the City should be advised that CDAG funds will not be available to cover additional construction activity, and the City will be proceeding at its own risk. A response with a plan acceptable to EOCD to resolve these issues must be submitted to us no later than September 15.

Again, after so many of years of work on this project, we are very disappointed at the developer's failure to meet the requirements of the HOP program.

Sincerely,

A handwritten signature in dark ink, appearing to read "Joe Flatley", written over a circular stamp.

Joseph L. Flatley
Assistant Secretary

cc: Frank G. Costa
Mario DiCarlo
James Malone
David Dronsick
Bill Fitzgerald

United Steelworkers of America

AFL-CIO
DISTRICT ONE
400 WASHINGTON STREET
AUBURN, MASSACHUSETTS 01501
TELEPHONE (508) 832-2524



WILLIAM J. FOLEY
DIRECTOR

DOMENIC A. DIPILATO
ASSISTANT DIRECTOR

November 3, 1989

TO: ALL MEMBERS OF JOINT COMMITTEE ON COMMERCE & LABOR

RE: SENATE BILL NO. S-2054

Dear Senators and Representatives:

Please be advised that the United Steelworkers of America, AFL-CIO, representing many workers in Massachusetts, is very much in favor of the above captioned legislation which would eliminate the inequities existing in the current system.

This legislation would create due process and fair play to unemployment determinations.

Looking forward to your support on this legislation, I am

Very truly yours,

William J. Foley
Director, District 1, USWA
Vice President, Massachusetts/AFL-CIO
Per Domenic A. DiPilato, Assistant Director

DAD/WJF/lrl

CC: Paul J. Eustace, Secretary of Labor
✓ Arthur R. Osborn, President, Mass/AFL-CIO
Robert J. Haynes, Sec.-Treas., Mass/AFL-CIO

JOHN F. KERRY
MASSACHUSETTS



United States Senate

WASHINGTON, D.C. 20510

October 24, 1989

Mr. Arthur R. Osborn
Massachusetts AFL-CIO
8 Beacon Street
Boston, Massachusetts 02108

Dear Mr. Osborn:

Thank you for contacting me in regards to Senate Bill S. 685, the Employee Pension Protection Act of 1989. It was good to hear from you.

I share your concern over the increasingly common practice by many businesses of terminating existing pension plans without providing replacement plans. It appears that, in recent times, the frequency with which pension reversion is used as a means of corporate financing has gone beyond anything anticipated by the Employee Retirement Income Security Act (ERISA) and related public policy. S. 685 would protect workers by amending ERISA and ensuring that they receive their fair share of pension plan assets if their plan is terminated, and would also encourage employers that terminate existing pension plans to establish new plans with equally beneficial terms.

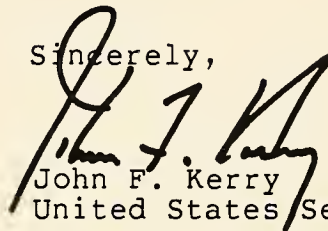
I share your belief that pension plans should not be used merely as money for easy corporate financing, but should serve their intended purpose of providing benefits for employees upon retirement. Proponents of S. 685 were hopeful that the measure would protect pension funds from the risks associated with speculative investment.

Although S. 685 was included in the Budget Reconciliation package put forth by the Senate Committee on Labor and Human Resources, it was subsequently dropped from the package, as were all similar, non-revenue-raising provisions, when the Senate voted on a stripped down version of the budget reconciliation bill on October 20, 1989. I expect S. 685, or a similar proposal to come before the Senate later in this Congress and I assure you that I will consider it very carefully and sympathetically with your comments in mind.

Page 2

Thank you again for your thoughts on this issue. Please feel free to contact me in the future on other matters of concern to you.

Sincerely,

A handwritten signature in black ink, appearing to read "John F. Kerry", written over the printed name.

John F. Kerry
United States Senator

JFK/jlhr

LOCAL 1445

A. F. L. - C. I. O.

725 South Street ★ Boston, Massachusetts 02131 ★ 327-6000 ★ FAX 327-9638
JOHN PHINNEY, PRESIDENT PAUL DUFAULT, SECRETARY-TREASURER



November 10, 1989

Mr. Arthur Osborn
President
Massachusetts AFL-CIO
8 Beacon Street
Boston, Ma 02108

Dear Brother Osborn:

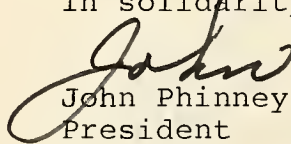
On behalf of the membership of the United Food and Commercial Workers Union Local 1445 we would like to thank you and the Massachusetts AFL-CIO for the fantastic cooperation we received in the recent informational picket activities at the Filene Kingston store.

Without the muscle of the Massachusetts Building Trades Union President Leo Purcell, I.B.E.W. Local 2222 of Quincy, Painters District Council 35 of Dorchester, Pipe Fitters 537 of Boston, I.B.E.W. Local 2322 of Middleboro, Laborers 721 of Brockton and the Pile Drivers 56 of Boston we would not have been able to accomplish this victory.

While I am not able to go into all the details, without their support and solidarity we would not have been able to achieve our goals.

Again, thank you for your cooperation.

In solidarity,


John Phinney
President
UFCW Local 1445

JP*e

C

United States Senate

WASHINGTON, D.C. 20510

October 27, 1989

Mr. Arthur Osborn
51 Reed Street
Lexington, Massachusetts 02173

Dear Mr. Osborn:

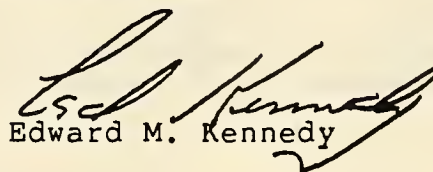
Thank you for your inquiry regarding the Hotel and Restaurant Employees Union housing trust fund. The local is to be commended for negotiating a creative approach to the affordable housing problem, and I hope that the requisite changes in federal law can be made so the trust can begin operation.

As you know, the local negotiated the language for the trust, but unfortunately included language requiring the Taft-Hartley Act be amended before the trust became effective. They further required that change be in place before May 30, 1990. What they may not have known is that amending this contentious law is extremely difficult, raising a serious risk that anti-worker amendments to it might not be able to be defeated.

I am attempting to pass the amendment required by their contract language, but also want to assure that other workers' rights are not jeopardized in the process. I will continue to seek the appropriate legislative vehicle which will accomplish both purposes.

As to information regarding the trust itself, I would recommend you contact the local union which negotiated the language. I am sure they will be happy to provide you with the details and plans for the trust operation.

Sincerely,


Edward M. Kennedy

EMK/rjl

Alliance of M.B.T.A. Unions

A.F.L. - C.I.O.

7 LISA ROAD

RANDOLPH, MASSACHUSETTS 02368

ARTHUR BROWN JR.
PRESIDENT

October 20, 1989

Thomas E. Lawnsby, President
O.P.E.I.U., Local 453
36 Stopford Street
So. Hamilton, MA 01982

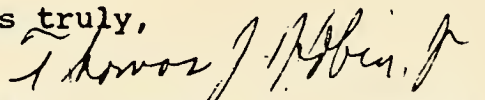
Dear Mr. Lawnsby:

This letter is sent to protest the actions of your union in interfering with the inner workings, contractual efforts and representation of the Alliance of the M.B.T.A. workers. Your actions include the solicitation of our members outside of the "window period" allowed, interfering, restraining and coercing our membership in their choice of representatives, conspiring with management in order to achieve your end of raiding our union, as well as a campaign of slander and libel against our leadership when you lost the election which would have achieved your goal of raiding our union.

The Alliance of M.B.T.A. Unions hereby demands that you cease and desist from these actions. It is the considered opinion of the Alliance that your actions constitute an unfair labor practice in violation of M.G.L. c.150A, §4A(2)(c) and §4A(3). Further, it is our belief that your recent actions involve tortious interference with a business relationship between the Alliance and our members as well as the M.B.T.A. Clearly, the recent actions of O.P.E.I.U., Local 453 do involve a tortious interference with the contractual relationship between the Alliance and the M.B.T.A.

These violations of statutory and tort law will be pursued by the Alliance if the interference, by what should be a brother A.F.L.-C.I.O. union, continues.

Yours truly,



Thomas J. Hobin, Jr., Esquire
For Arthur Brown, Jr., For The
Alliance of M.B.T.A Unions

TJH:ljd

cc: Richard E. Russell, Vice President
James E. Sullivan, Secretary-Treasurer
James F. McCarthy, Recording Secretary
James E. Mahoney, Business Agent
James D. McCarthy, Trustee
Thomas D. Samaras, Trustee
Kathleen T. Toomey, Trustee



The Commonwealth of Massachusetts

Executive Office of Labor

One Ashburton Place - Room 2112

Boston, U.S. 02108

MICHAEL S. DUKAKIS
GOVERNOR

PAUL J. EUSTACE
SECRETARY

November 6, 1989

Mr. Arthur Osborn
President
Mass. AFL-CIO
8 Beacon St., 3rd floor
Boston, MA 02108

Dear Arthur:

My staff and I greatly appreciate the work that you did and are still doing to help save EOL from consolidation. It is only through these collective efforts can we stay in existence to continue to serve workers in Massachusetts.

Your help was extremely effective. We couldn't have done it without you! Again thanks from all of us.

Sincerely,

A handwritten signature in dark ink, appearing to read "Paul J. Eustace", written over a horizontal line.

Paul J. Eustace
Secretary of Labor

Friends of the
 Shattuck Shelter

170 Morton Street, Jamaica Plain, MA 02130
(617) 522-8110 x 229

November 13, 1989

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Rev. Paul Stone

Marie Turley

Alice Yancey

Arthur R. Osborn
Massachusetts AFL-CIO
8 Beacon Street
Boston, MA 02108

Dear Arthur,

The Friends of the Shattuck Shelter have asked me to extend our warmest thanks for your generous contribution from the "Labor of Love" walkathon to the Hard Hat Lodging House project.

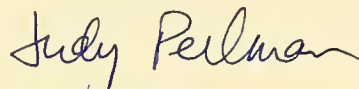
This effort is unusual in that it will provide low-income working people with affordable housing, a resource that is sorely lacking in the greater Boston area.

The project is also distinguished by the support we have received from the Dorchester community, from state and city agencies, and from most of the major trade unions. This project will be a true collaboration between the public and private sectors.

We'll be sure to let you know how things go once this house opens early next year, and will keep in touch about new projects in years to come.

Again, thank you for your generosity.

Sincerely,



Judy Perlman
Director of Housing Programs

John O'Brien
Shelter Director

South Boston Korean War Veterans



HONOR ROLL

Anthony F. Buttinsky, *Army*

Robert E. Drennan, *USMC*

Kenneth F. Ehlers, *Army*

Frank G. Fay, *Army*

Richard F. Fennessey, *Army*

Paul Foley, *USMC*

Stanley F. Garvey, *Army*

John R. Horan, *USMC*

Lawrence J. Lee, *USMC*

Paul J. Lotti, *Army*

Richard Lunn, *Army*

Paul J. McMakin, *USN*

Edmund Morrissey, *Army*

Bernard Mullen, *Army*

Francis J. Sheehan, *Army*

Edward D. Stapleton, *Army*

Joseph C. Thompson, *Army*

Donald T. Toland, *USMC*

Joseph D. Toomey, *Army*



Dear

We wish to thank you for your generous contribution toward the erecting of a memorial to those fallen comrades from South Boston who lost their lives during the Forgotten War.

Our community lost nineteen young men during this war and the South Boston Korean War Memorial Committee feels compelled to honor those courageous individuals with a fitting memorial to be erected on or near Castle Island.

Thanking you again for your compassion and generosity in this endeavor.

Sincerely,

Lee Manning





**CATHOLIC CHARITABLE BUREAU
OF THE ARCHDIOCESE OF BOSTON, INC.
BOSTON REGIONAL OFFICE**

10 Derne Street
Boston, MA 02114
(617) 523-5165

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Regional Director

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Refugee and Immigration
St. Francis Center for Family Development

November 13, 1989

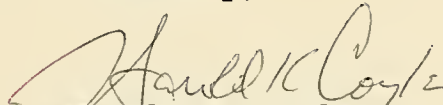
Mr. Arthur Osborn
President
Massachusetts AFL-CIO
8 Beacon Street
Boston, MA 02108

Dear Mr. Osborn,

On behalf of all of the homeless families who are being served at St. Ambrose Family Inn we extend our most sincere appreciation and heartfelt thanks for the contribution of \$9,000 made by Mass. AFL-CIO from the Labor of Love Walk-a-thon.

As you know these are very difficult times for social service agencies due to the fiscal problems of the Commonwealth and it is most fitting that your organization has adopted the cause of the homeless people in our community. Please thank all your members who made this donation possible.

Sincerely,


Harold K. Coyle
Regional Director

cc: R. Haynes

THIS AGENCY IS
SUPPORTED BY



Member



Catholic Charities
USA



SHARING IN THE CARDINAL'S APPEAL

C
GREATER LOWELL CENTRAL LABOR COUNCIL
A.F.L.-C.I.O.

P.O. BOX 2227 HIGHLAND STATION
LOWELL, MA 01851
~~1-(617)-452-5549~~

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WILLIAM J. BLAIR
— Recording Secretary —

November 11, 1989

Mr. Arthur Osborn, Pres.
MASS AFL-CIO
8 Beacon Street
Boston, MA 02108

Dear President Osborn,

The Gr. Lowell Central Labor Council wishes to thank the MASS AFL-CIO for its help in our recent city-wide mailing on behalf of Council-endorsed candidates for Lowell City Council and Lowell School Committee.

Seven of the nine candidates who were elected to the City Council were endorsed by us (the other two did not bother to request interviews), and three of the five endorsed School Committee candidates were elected, with a fourth candidate surprising everyone by his very strong finish, ahead of an incumbent. Additionally, should any City Councilor leave office in the next two years, an endorsed candidate will be the replacement.

Several candidates stopped in during our "envelope stuffing" meeting and all were impressed by the number of workers that were involved.

Again, thanks for your help, and a special "tip of the hat" to Rich Rogers for his efforts.

Sincerely,

Bill

William Blair, Secretary

